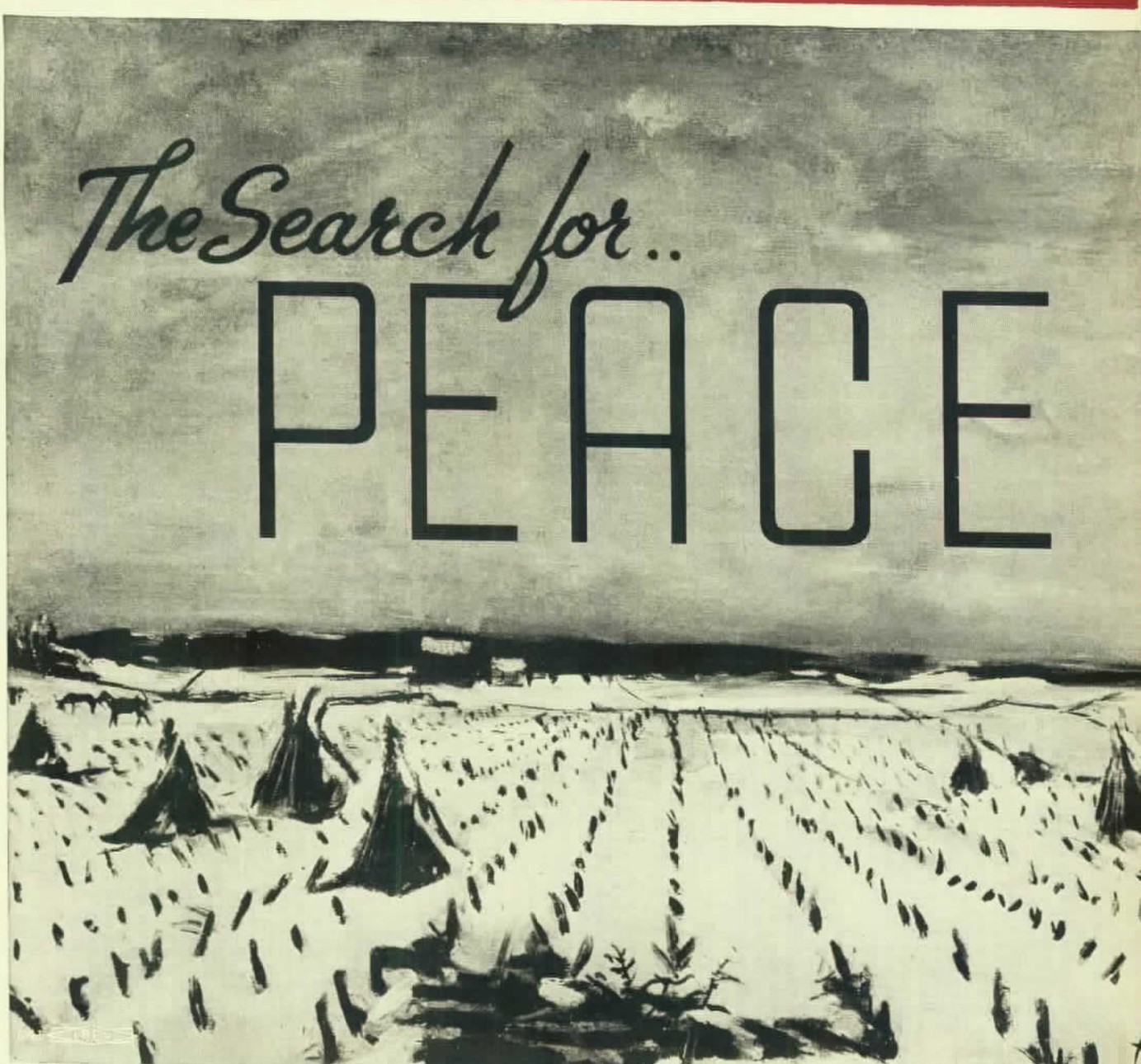
THE JOURNAL OF

ELECTRICAL WORKERS AND OPERATORS





VOL. XLIV · WASHINGTON, D. C. · DECEMBER, 1945 · NO. 11

RECORDING · THE · ELECTRICAL · ERA



ON EVERY JOB

THERE'S A LAUGH OR TWO

TEST MAN'S NIGHTMARE

The other night I fell asleep
In my favorite armchair,
When suddenly I found myself
Having an awful nightmare.

I dreamed that I was working
As a power test 'lectrician
When my meters confronted me
In sullen exhibition.

How dared I slam them to the ground,
Despite their delicate frame,
With awful rage they roared at me
They'd never be the same.

I'll slam you just as you slammed me,
Exclaimed the big reactor,
And by the time that I am through
You'll have no power factor.

And then I felt the evil eye
Of the strobotac upon me.
The variac then charged me up
From zero to two-twenty.

The synchroscope was running wild,
The phasing lamps went stark mad,
The C. T. tried to burn me up.
Brother, things were really bad.

The "pot" transformer had me downed,
The clamp-on meter had me hooked,
The megger hung me to the ground.
I really thought my goose was cooked.

Then I awoke in awful sweat
With teeth chatt'ring like a castanet,
And so I vowed right there and then
I'd never, never abuse a meter again.

HARRY ASCH,
L. U. No. 3.

* * *

RECONVERSION

And now that slaughter-battlefields are deserted,
And death-dealing satans no longer roam,
All tools of murder may be converted
Into peaceful implements for the home.

The arms of justice, at last, did succeed
In destroying evil from the earth's face;
A new era will now take the lead,
Society will adopt a new pace.

The past will have to be aptly inspected
And searched for origin of many an old sin;
Many an error will have to be inspected,
And a new line of reasoning begin.

And industry's leaders must proceed
To amend their age-old, prejudiced ways;
To curb their labor-devourin' greed
And pursue fair methods worthy of praise.

A new social structure must be erected,
With an improved living standard for all;
The past's numerous flaws must be ejected
And replaced with reforms under firm control.

Keep all employed on well-paid jobs that will last
And avoid recurrence of a catastrophic past!

A Bit o' Luck,
ABE GLICK,
L. U. No. 3.

SOME HAT

Observer: "Boy, where did you get dat hat?"
Wearer: Man, this am a Dunlap hat."
Observer: "It sure do, it sure do."
Wearer: "What do you mean, it do?"
Observer: "Done-lap, it done-laps down around your e'rs."

FRANK METZGER,
L. U. No. 602.

* * *

Brother Unionists of L. U. No. 853 have asked us to publish this poem of their late Brother John Francis Horan. Some good advice is given in the little poem printed here:

"QUO VADIS?"

("Whither Goest Thou?")
(DEDICATED TO LOCAL B-853)

You've started something, see it through,
Attend your union meetings.
Success or failure rests with you,
Attend your union meetings.
It's up to you to do your share,
Remember that an empty chair,
Won't answer for your presence there,
Attend your union meetings.

These sessions are of your concern,
Attend your union meetings.
There's vital news that you may learn,
Attend your union meetings.
Vague rumors that may reach your ear,
Float idly in the atmosphere,
But, if the truth you'd like to hear,
Attend your union meetings.

It's one for all and all for one,
Attend your union meetings.
There's plenty yet that must be done,
Attend your union meetings.
When there are decisions to be made,
Your fellowmen must have your aid,
So, don't hang back and be afraid,
Attend your union meetings.

It's all for one and one for all,
Attend your union meetings.
It's up to you to fill the hall,
Attend your union meetings.
Don't be a shirker, lend a hand,
You'll help your local to expand
And show the world just where you stand,
Attend your union meetings.

Your officers unite their pleas,
Attend your union meetings.
Resolve to quit the absentees,
Attend your union meetings.
At least one night a month you're free
And there's one place that you should be,
For you're the man we want to see,
Attend your union meetings.

JOHN FRANCIS HORAN,
Formerly of L. U. No. 853.

* * *

A SCIENTIFIC CATASTROPHE

The professor asked one of his students, "Can you tell us what electricity is?"

The student squirmed in his seat, hemmed and hawed for a time and finally admitted: "I did know, professor, but I've forgotten."

The professor gazed at the student with an expression of unspeakable sorrow, then said: "Do you know what you have done? Alas, what a sad loss to science. You are the only man that ever lived who has known what electricity is and you have forgotten."

MOTHER GOOSE WIRENUT NO. 3

Brother Brooke says "Here is No. 3 on the wit (?) parade."

There is a man in our town
Who is not wondrous wise.
He didn't jump in a bramble bush
And scratch out both his eyes.
He just moved lamps from place to place
For to economize.
Now experts say good light—good sight!
They tell us every day.
So keep them sockets full of lamps,
Bulb snatching does not pay!

K. H. BROOKE,
L. U. No. 5.

* * *

Here's a poem that came to us some time back from one of our union boys who was serving with the Army Engineers.

SOMEWHERE IN THE ALEUTIANS

'Tis a lonely land where lonely men
Toil in the wind and rain
To build a road to victory
From the rock of the Aleutian chain.
Their dreams are of home in this lonely land—
And oh! for the touch of a loved one's hand!
Like the tail of a kite the Aleutian chain
Reaches into the Bering Sea.
And all they've had for centuries
Is the scream of the gulls for company.
'Tis a lonely land with gale-tossed seas,
With gulls in lonely flight
And the sea-eagle looks down from his lofty height
While the seals raise their young in the island's lee.

Then a heathen foe from a distant land
Desired them for their own;
They killed the natives living there
And drove the seals from their home.
But strong men came with ship and plane,
Free men fight strong and well;
They blasted the foe with bomb and shell
And drove the heathens from the Aleutian chain.
Yes—they are lonely—these islands so drear
With peaks shrouded in fog and in rain,
Active volcanoes on some of them
These islands on the Aleutian chain.

There are graves there, too, where fine lads lie,
Never more to hear guns thunder
There they lie beneath the tundra
Where Old Glory flies, etched against the murky sky.
God never made this lonely land
To be blasted apart with guns—
This lonely land was made for lonely gulls
And seals to raise their young.

"SMOKIE" JOE MEEK,
L. U. No. 483.

Official Organ of the **INTERNATIONAL**

ELECTRICAL WORKERS and OPERATORS

PUBLISHED MONTHLY

G. M. Bugniazet, Editor *1200 Fifteenth St., N. W., Washington, D. C.*

Contents

	Page
Frontispiece—The Search for Peace	378
The Search for Peace	379
1946 Code Clings To Basic Principles	380
Dispelling Illusions About Job Insurance	382
Secretary Explains New Cooperative Pension Plan	383
Seabees Made, By Navy, Unwilling Scabs	384
Bonneville Takes Long Step in Advance	385
Post-Mortem on World War II	386
Big Advertising Firm Advocates 50% More Wages	387
Think or Fight, Choice Before Conference	388
Walk Up, Gentlemen, Take Your Choice	389
Employment Began Downward Swing in 1943	390
America Clings to Voluntary Arbitration	392
Bond Buyers Will Fight Inflation	393
All Business Men Are Not Reactionary	394
The Unit and the Universe	395
Editorial	396
Woman's Work	398
Correspondence	399
Death Claims for October	405
In Memoriam	407
Local Union Official Receipts	409

• This Journal will not be held responsible for views expressed by correspondents. The first of each month is the closing date; all copy must be in our hands on or before.

EXECUTIVE OFFICERS

International President, EDWARD J. BROWN, 1200 15th St., N. W., Washington 5, D. C.

International Secretary, G. M. BUGNIAZET, 1200 15th St., N. W., Washington 5, D. C.

International Treasurer, W. A. HOGAN, 647 South Sixth Ave., Mt. Vernon, N. Y.

VICE PRESIDENTS

First District—E. INGLES, 195 Dundas St., London, Ont., Canada

Second District—JOHN J. REGAN, Rm. 239, Park Square Bldg., Boston 16, Mass.

Third District—WILLIAM D. WALKER, Room 1102, City Centre Bldg., 121 North Broad St., Philadelphia 7, Pa.

Fourth District—GORDON M. FREEMAN, 1423 Hamilton National Bank Bldg., Chattanooga, Tenn.

Fifth District—G. X. BARKER, 905 Watts Bldg., Birmingham 3, Ala.

Sixth District—M. J. BOYLE, 4300 Lake Shore Drive, Chicago 13, Ill.

Seventh District—W. L. INGRAM, 3641 Laughton St., Forth Worth 4, Texas

Eighth District—H. W. BELL, 504 Denver Theatre Bldg., Denver 2, Colo.

Ninth District—J. SCOTT MILNE, 910 Central Tower, San Francisco 3, Calif.

Railroads—J. J. DUFFY, 330 South Wells St., Room 600, Chicago 6, Ill.

INTERNATIONAL EXECUTIVE COUNCIL

CHARLES M. PAULSEN, *Chairman*, 4937 W. Cuyler Ave., Chicago 41, Ill.

First District—HARRY VAN ARSDALE, JR., 130 E. 25th St., New York 10, N, Y.

Second District—F. L. KELLEY, 95 Beacon St., Hyde Park 36, Mass.

Third District—WILLIAM G. SHORD, 2104-5 Law & Finance Bldg., Pittsburgh 19, Pa.

Fourth District—C. F. PRELLER, 2025 2nd St., N. E., Washington 2, D. C.

Fifth District—DAN MANNING, 130 No. Wells St., Chicago 6, Ill.

Sixth District—D. W. TRACY, Eddystone Apartments, Washington 5, D. C.

Seventh District—CHARLES J. FOEHN, 3473 19th St., San Francisco 10, Calif.

Eighth District—J. L. McBRIDE, 165 James St., Labor Temple, Winnipeg, Man., Canada

Magazine CHAT

Toronto is the largest city in Canada. It is a great industrial city and has had tremendous expansion during the war. The largest single munitions plant in the world is located in Toronto. Corvettes were built on the shore of Lake Ontario. With the expansion of the city of Toronto, Local Union 353 kept pace with its growth. It is a successfully conducted local union with large membership. Reflecting its growth, Local Union 353 has now issued a good-looking local union magazine entitled *Makins*.

•

Makins is a 16-page publication with a great deal of interesting comment and news. Editorial comment for October indicates that our Canadian Brothers are struggling with the problem of reconversion and unemployment just as Americans are. The publication points out that 2,300 Toronto families face eviction.

•

Here is a sample of thinking in *Makins*. "Has the War Time Prices and Trade Board any restrictions on speculative house building? We refer to the type of house being built in the outlying districts of Toronto. We know of the price-fixing at 1942 levels of wages and materials, but when the product is finished and the result is a $7,000 to $8,000 house, is that O. K. by the board? Can we buy this type of house on falling wages? Could we hold it if we did? In this era of priorities how did they get the materials?"

•

Other sections of the magazine have to do with union activities, gossip, construction news, return of soldiers, inspection notes, scientific data, consumers' notes, a ladies' section, jokes and verse.

•

Cover photo this month—"Snow on the Corn" by Karl Mattern—courtesy of the Corcoran Gallery of Art.

•

Our frontispiece painting is "Center Bridge," by E. W. Redfield.



—Courtesy Corcoran Gallery of Art

The Search for Peace

By JOHN GRAY MULLEN

The past is but a door
Through which we pass
Into the peace of snow-lit days.
But this we know, the glass
Through which we see, brightly,
Is rimmed with haze
From out our pipe of dreams.
The past has horror quite unsightly.
And peace is but a dream—no more.



THE JOURNAL OF ELECTRICAL WORKERS AND OPERATORS



OFFICIAL PUBLICATION OF THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
Entered at Washington, D. C., as Second Class Matter. Acceptance for mailing at special rate of postage provided for in Section 1103, Act of October 3, 1917, authorized March 28, 1922.
SINGLE COPIES, 20 CENTS $2.00 PER YEAR, IN ADVANCE

VOL. XLIV WASHINGTON, D. C., DECEMBER, 1945 NO. 11

The Search for Peace

Christmas time has been, by tradition, a period for informal consideration of peace—throughout the world. This year, Christmas time will mean much more to millions of saddened men. They will yearn passionately for better and happier times—for peace, for security, for a little more of the Christian virtues and ideals in their daily lives.

The irony, of course, lies in the fact that the world is farther than ever from peace. The world was nearer to peace last year, and the year before, than in 1945. The world—America—is now in the dreadful wake of devastating war. As a fearful undertow the inevitable let-down following war has set in. The artificially induced spirit of cooperation—under stress of fear—has crumbled, and competition, renewed struggle for power, jockeying for position, even threats of new wars, drive to the fore. Discipline disappears. Wild outbursts of violence in individuals manifest themselves. The world is adrift.

Now is the time for all men of good will to come to the aid of their nation. Petty motives should be suppressed, and men should work for the common good, with renewed vigor, coupled with added zest for self-preservation. For, make no mistake about it, the world—the countries, the peoples of the world—are in a contest for self-preservation, just as surely now as in the midst of actual hostilities.

Take the handling of the atomic bomb problem. Here the choice lay between entering a race in armaments, or building an international structure for preservation of peace. For the present at least, the first plan has won; already the United States is in a race of armaments. Confident that this republic is ahead in the race for killing power, the Government appears to have chosen a fatal course of action that can lead to but one end—death. The picture is not entirely clear, but it seems certain that the scientists who developed the bomb counselled a course of world agreement. The Army appears to have overruled them.

Here are some indications of the desperate situation:

A leading business man has canvassed other business men on a plan to start now, moving business operations underground.

There is a report current in Washington that German scientists have been taken to Moscow to work on the atomic bomb.

General Marshall's report to the nation indicated scientifically created instruments of death quite on a par with the atomic bomb.

One industrial engineer said: "We will get a defensive against the atomic bomb, and then we will develop death-rays."

In the meantime the common people stand helplessly by—wondering.

All during the present war—however bitter and violent—poison gas was **not** used. It was not used for a number of reasons—one certainly was that poison gas had been outlawed by international agreement, before hostilities started. If such a pact could be kept through the war just closed, an international pact outlawing the use of the atomic bomb could also be made and kept.

What is going to happen in respect to this international agreement will depend on public opinion in America. It will depend upon how fast the thinking of the common people will appear and congeal around a definite foreign policy.

These are sobering thoughts for Christmas time. They are sobering thoughts for any time.

Carols will echo through the land as usual. Men will say "Peace on earth, good will toward men." But singing carols will not be enough. Unless the common man girds himself to guard himself, it will be a dismal Christmas this year.

1946 CODE Clings To Basic Principles

National Electrical Code not fundamentally changed. Bare neutral turned back. I. B. E. W. plays role

THE Electrical Committee met in Chicago October 8 to 12. There were full sessions three times a day and the 1940 Code was revised to meet coming conditions. The code will not be published until 1946. In the main, the National Electrical Code remains the same basic document that it has been during the last 10 years. It establishes standards for the installation and operation of electrical equipment.

Bare Neutral Defeated

Advocates of bare neutral were present and introduced motions that would have fundamentally changed the code, but these were rejected with the largest majorities ever given against the bare neutral in this committee.

The International Brotherhood of Electrical Workers was represented on the national electrical code committee and played a creditable part in its deliberations. The International Brotherhood of Electrical Workers worked with a powerful minority group, principally represented by representatives of the Conference of Mayors, certain inspectors, representatives of other public bodies, those known usually as the public group. This group mustered in the voting, 18 votes, enough to prevent any railroading of special pleading groups in the community.

Among the code improvements made at the Chicago meeting which seem worthy of present note are the following. In these cases all groups cooperated or "special interest" groups were so divided as not to be able to successfully oppose the public interest groups which, in these cases, "held their line":

Article 210—A complete revision was made, which has occupied many months of careful work and several draftings. Required circuit arrangements were changed to meet increasing load demands.

Article 240—Type "S" tamper-resisting fuses were finally fully accepted by the Electrical Committee for the next code edition, estimated to be declared in effect November, 1946. The use of Type "S" fuses will be compulsory one year after that date.

Article 300—A proposed code recognition and permitted use of bare-neutral was presented and pressed for by several special interest groups, but the public interest groups, including I. B. E. W., rallied together, held their lines and defeated the proposal by a large majority.

Article 310—Was rewritten and considerable clarification and simplification was secured, including bringing conductor current capacity ratings into conformity with circuit ratings. Several revised drafts had been prepared before this final good result was obtained.

Groups Stand Together

Article 338—A proposed extension of code recognition and permitted use of uninsulated neutral, to serve water heaters, was successfully opposed and defeated by the public interest groups, who held their lines together.

Article 410—Was rewritten to cover much more adequately the many late developments in fixture construction and use, including necessary rules to effectively prevent exposure of high voltage live parts to personal contact.

Article 500—Was rewritten to give clearer guidance to users of the code, on the varying degree and nature of needed wiring precautions, according to varying degree and nature of hazardous conditions to which the electrical equipment is to be exposed, also according to the types of electrical equipment concerned, especially as to whether of a type where sparking is likely to occur during operation.

Article 510—Was rewritten to cover adequately gasoline dispensing and bulk storage plants, as well as garages.

Article 670—Was a *new* article added to the code to cover precautions to be observed in machine tool wiring and equipment.

NBFU Pamphlet No. 70

1940

NATIONAL ELECTRICAL CODE

STANDARD

OF THE

National Board of Fire Underwriters

FOR

ELECTRIC WIRING

AND

APPARATUS

AS RECOMMENDED BY THE

NATIONAL FIRE PROTECTION ASSOCIATION

AMERICAN STANDARD
Approved August 7, 1940
by
AMERICAN STANDARDS ASSOCIATION

NATIONAL BOARD OF FIRE UNDERWRITERS
85 John Street, New York, N. Y.
222 West Adams Street, Chicago, Ill.
Merchants Exchange Building, San Francisco, Calif.

NOVEMBER, 1940

Printed in U. S. A.

The Electrical Committee took action to have all existing interim amendments cease to be effective when the next edition of the National Electrical Code becomes effective.

Chicago, Illinois, October 8 to 12, 1945
By National Advisory Code Committee

The International Brotherhood of Electrical Workers has, over a long time, developed friendly feeling throughout the industry by the appearance of representatives of the Brotherhood at meetings of groups in code making. The position taken by I. B. E. W. was that of an uncommitted representative of the public and most of the attendance was from an observation position.

Public spirited groups on code making, requested I. B. E. W. to take a more active part in the work and to sponsor moves that would make the electrical workers of the country code-minded so that support could be given the public representative groups in their communities, support that would overcome the pressure of people within the industry that think only in the commercial branch of the industry, disregarding the safety due the public.

New Program

President Brown instituted a program to develop a source of information and advice by the appointment of five members of I. B. E. W. to establish policy and procedure. In the selection of the advisory board, considerable study was made to secure the services of members who were actively engaged in inspection work as their daily vocation. The committee selected were:

David Talbot, chairman, Chicago, Illinois.
Harry Hilpert, Seattle, Washington.
Nicholas Siggins, San Francisco, California.
Dewey Johnson, Atlanta, Georgia.
Charles Ward, Paterson, New Jersey.

The advisory committee secured the services of an engineer who had wide experience in code making in order to compile the necessary material, apply the policy of the advisory committee and prepare for presentation to the industry the fact that the I. B. E. W. was a major group within the industry, an organization free from pressure groups and able to present its actions by direct mail and to be in attendance at electrical group meetings.

With the volume of business existing at this time, President Brown found it necessary to assign the position as code member to his alternate, so that the advisory committee would have the services of one who could act as liaison officer for the Brotherhood in code work activities.

Policy of Sound Advice

The National Advisory Code Committee of the I. B. E. W. made contact with groups in their areas to forward the policy of the Brotherhood, not as a "must" policy but to offer sound advice on outstanding violations existing in the 1940 code.

Several public-interested groups were approached with the statement that labor was attempting to dominate their group, and was successful in some cases. This action caused the I. B. E. W. to have the policy, recommended by the advisory committee, presented by other groups to the floor of the Electrical Committee.

All members of the committee worked constantly to hold the public-spirited groups together and were very successful in prevent-

ing many inroads to the code by the entire Electrical Committee, but in some instances inroads were made which is regrettable for the industry.

In most cases, these violations still existing, can be corrected later in local ordinances or state regulations. Already several local and state bodies have stated that these corrections will take place. I. B. E. W. and other public-interested groups have been requested to assist in securing these corrections.

The use of bare neutral was presented and pressed by several groups, but the public-interested groups, including I. B. E. W., rallied together, held their lines and defeated the proposal. A number of other objectionable proposals by commercial groups were defeated, but a few objectionable items did not meet opposition by the entire united front of the public-interested groups, and unfortunately were accepted by the Electrical Committee.

A number of code improvements were made with all groups cooperating, or with commercial groups divided, so as not to be able to successfully oppose the public-interested groups. Among these were items as follows:

A complete revision was made on Article No. 210 on circuit arrangements to meet increasing load demands.

In Article No. 240—Type "S" tamper-resisting fuses was fully accepted by the Electrical Committee for the next code edition reported to be in effect November, 1946. The use of Type "S" fuses will be compulsory on or about November, 1947.

Article No. 310—Was rewritten and considerable clarification and simplification was secured, including bringing conductor current capacities into conformity with circuit ratings.

Article No. 400—Was rewritten to cover the latest developments of fixtures, including rules to effectively prevent exposure of high voltage line parts.

Article No. 500—Was rewritten to give clearer guidance to uses of the code on varying degree and nature of precautions according to variations in the hazardous conditions to which electrical equipment is exposed and according to the types of electrical equipment, especially as to whether sparking is not likely during operations.

Article No. 510—Was rewritten to cover gasoline dispensing and bulk storage plants, as well as garages.

Article No. 670—Was added to the code to cover precautions to be taken in machine tool wiring and equipment.

The Electrical Committee took action to have all interim amendments cease to be effective when the next edition of the National Electrical Code becomes effective.

This is a brief report touching on the highlights of the meeting; a study of the stenographic transcription will be made and a complete appraisal will be forthcoming.

The National Advisory Code Committee appointed by President Brown in 1944, proved a working arrangement efficient and untiring. The code committee had a number of meetings in 1944 and issued a number of important publications that had their effect on opinion in the industry.



NATIONAL ADVISORY CODE COMMITTEE

Sitting, left to right: Henry Hilpert, William D. Walker, David Talbot, William J. Canada, Dewey Johnson; standing, left to right: Charles E. Ward, Ed J. Brown, Charles M. Paulsen, Nicholas Siggins, M. H. Hedges.

Underwriters' Laboratories

Underwriters' Laboratories came into existence half a century ago because the wiring of one of Thomas A. Edison's gadgets —the incandescent lamp—was causing an inordinate number of fires in the first Chicago World's Fair. At the present time, about 28,000,000 homes in the United States are wired for electricity, and it is estimated that each of these has at least 20 electrical appliances. Testing these appliances for the fire hazard and the shock hazard is one of U. L.'s major activities. An immense amount of research has been done by the electrical department on such things as refrigerators, vacuum cleaners, flatirons, radio sets, washing machines, waffle irons, toasters and percolators. At the same time, the chemical department has been busy with such home supplies as paints, floor oils, dry-cleaning liquids, amateur photographic films, Christmas-tree decorations, and gift wrapping materials. The accumulated safety wisdom of all departments is expressed in about 150 booklets—the Safety Standards—which are sent free to almost anyone who has a safety problem.

If you drive to work in the morning, these engineers stop worrying about you for a while. This is because all makes and models of passenger cars have been checked by U. L. for the fire hazard. When you get to the plant, they begin to worry a little bit. That is because many, but not all, of the fire extinguishers, the fire doors, the sprinklers and the explosion-proof switches have been tested by U. L. The untested equipment may be all right, but these engineers are a little dubious. After dinner, when you take your family to the movies, they relax again. This is because they feel pretty certain about the deadfront switchboard, the projection booth, the aisle lights and the panic bolts on the exit doors. Thus do these engineers follow you about at home, at work and at play, trying to throw around you an invisible screen of safety.

There is one testing station in New York and another in San Francisco. The main station and executive headquarters are at 207 East Ohio Street, Chicago. The upper floors of the massive Chicago building are like those of a college—unhurried clerks, quiet laboratories with a lone figure holding a test tube up to the light, small cozy offices for the deans, spacious impressive quarters for the provost. The lower floors and basement remind you of nothing you have ever seen before or imagined.—*Hubbard Hoover in The Saturday Evening Post.*



A. J. ALTMEYER
Chairman, Social Security Board

Dispelling Illusions About JOB INSURANCE

By A. J. ALTMEYER, Chairman, Social Security Board

FOR many years prior to the passage of unemployment compensation laws in this country, we who advocated unemployment compensation were met with the argument that it would discourage thrift, encourage idleness, and interfere with the free movement of workers out of depressed areas. However, little did we think that 10 years after the passage of unemployment compensation laws these ideas would still be so current and so readily accepted.

Strange as it may seem, there are people today who sincerely believe that the million and three-quarters jobless workers whose claims for benefits are pending could find jobs if they really wanted to. This is because at the very same time we also have thousands of jobs going begging, as the saying goes.

Jobs Open vs. Jobs Wanted

The best way to dispel these erroneous ideas is to present the facts to the public as we know them to be. Those who believe that people generally are inherently lazy and would rather be paid for loafing than for working will never be convinced otherwise by any philosophical arguments that may be presented. Others who, like myself, believe that most people want to work, want to support themselves and their families, want to exercise their highest skills and aptitudes, and want to make a significant contribution to the life of their community and their nation, do not need to be convinced.

Now, the facts are relatively simple. The seeming paradox of unemployed workers and jobs going begging existed long before the advent of unemployment compensation, as the old files of the public employment office of this country clearly demonstrate. Workers are not like checkers who can be moved from one square to another in the twinkling of an eye. They are not interchangeable parts that can fit into any job, anywhere, any time. They are human beings with widely varying skills and experience and personal situations. Every study of a local labor market has disclosed this fact. Even taking totals we find, for example, that

Community benefits when worker utilizes his highest skill

in one community where there are 4,000 women and 2,000 men registered for benefits, the number of employer offers on file call for 1,922 women and 2,745 men. Even without breaking down the characteristics of the jobless men and women and the job specifications of the employers, it is evident that there are no jobs available for 2,000 women.

Facilitates Reemployment

It is the function of the public employment offices to facilitate reemployment by making available to workers information on suitable job openings and making available to employers information on suitable applicants. It is the function of unemployment compensation to provide protection against loss of income to workers between jobs. There is no conflict between these two functions. In fact, each one supplements and strengthens the other. By providing the jobless worker with some protection against the loss of income which he is suffering, we help him to maintain himself.

We give him a reasonable opportunity to locate a job which uses his highest skills and we enable the public employment office to do a better job of placement. Everyone benefits when a worker is placed in a job which utilizes his highest skills rather than when he is required by dire necessity to take the first job that comes along regardless of how unsuitable it may be. The worker, of course, benefits because he presumably can earn more and get more satisfaction out of the job. The employer benefits because of high employee morale with consequently increased efficiency and reduced turnover. The community and the nation benefit because utilizing the maximum skills of our people means achieving our maximum productivity, upon which the general welfare depends.

Do the Unemployed Prefer Jobs?

It has been estimated that between six and seven million war jobs have been wiped out since V-J Day; the fact that only 1,700,000 claims for benefits are pending indicates in itself that the workers of this country prefer jobs to unemployment compensation. The fact that over 750,000 persons, or about 35 per cent of the workers who have filed claims since V-J Day have already left the claims rolls and taken jobs is further proof of that fact. In two representative cities where a special study was made it was found that two-thirds of the workers who left the claims rolls took jobs before they drew any benefits whatsoever. Such figures as these illustrate that unemployment compensation does not act as a brake on reconversion but, on the contrary, is assisting reconversion greatly.

Professor John R. Commons, who was a pioneer in the field of labor legislation and social legislation in this country, was fond of saying that "Administration is the law in action." He wrote the first book on labor law administration in this country, which described how labor laws were translated from dead words in a statute book to living reality.

Administration

I know of no type of law which gives the administrator wider latitude in making decisions vitally affecting so many people than does unemployment compensation. No matter how carefully and specifically a state law may be written defining such terms as "able and available for work," "voluntary leaving," "suitable work," and "good cause," it is the administrator that must put content into these concepts by applying them to individual cases. Therefore, how each state administrator interprets his own law makes a tremendous difference.

Unemployment insurance inevitably requires difficult judgments on personal situations. We cannot escape this fact. While each case must be judged individually this cannot be done equitably and consistently unless there is a state-wide policy. Proper administration requires that individuals in like situations be treated alike. The fact that these issues are controversial is an added reason why the policy of the state agency should be reduced to writing.

Social Judgment Needed

An administrative agency must get all the facts necessary to make an intelligent decision. This means that procedures must be established to get all the facts at the time a claim is filed. The appeals process should not be used to correct procedural faults, lack of coordination between the central and local offices, lack of clearly written instruction, or failure to establish a clear statewide policy on important controversial matters.

These problems cannot be solved simply on the basis of technical knowledge. They must take into account group attitudes and what Justice Holmes called "the prevailing preponderant public opinion." That is why it is desirable for the state agency to work closely with an advisory council representing employers, employees, and members of the public including outstanding citizens and persons versed in labor relations, social welfare, and related matters. Out of this discussion between the technicians of the state agency on the one hand and the advisory groups on the other can come the sound social judgment that is so essential to a social program such as unemployment insurance. The experience in most states that have used advisory councils has shown that they can be helpful in the progressive improvement of the program and in the develop-

(Continued on page 412)

Secretary Explains New Cooperative PENSION Plan

UNDER the title "Advantages to the Industry in Properly Retiring Its Workers," International Secretary Bugniazet spoke at Cleveland, Ohio, in late October. The address marks another milestone in the history of cooperative relations in the electrical construction industry.

Ed J. Brown, international president, spoke at this same meeting on "Value of Local Labor-Management Leadership" and Gordon M. Freeman, international vice president, fourth district, I. B. E. W., spoke on "Need for Immediate Action by Local Apprenticeship Committees."

First, let me point out that the two principal words in this title are "Industry" and "Its." My first and my main point is that proper care of workers in an industry is an industry matter and not a matter for the union alone. I am proud to be a part of an industry that has consciousness of a responsibility strong enough to make this a topic worthy for consideration, and stamina enough to offer a solution for the problem.

For a long time, you know, bookkeepers have written off their corporation's depreciation charges that properly took care of worn-out machinery, but it is only of late years that the same care has been manifested for worn-out workers. Farmers have taken better care of their work horses than many corporations in the past have taken care of the men who made the production possible.

Security and Loyalty

You know already that certain employers and local unions have developed joint relations which take care of some of the financial problems of the retiring worker. It is a matter of great gratification to me that I belong to an industry that wants to lead, rather than follow in these matters of social welfare. Social welfare matters, when properly disposed of, take on aspects of good business for the employer. Workers that may look ahead to some security in old age will have a degree of loyalty that will pay the employer in the end, and also this situation will make the workers better buyers of goods manufactured and sold.

Second, I would make the point, there is no use talking about such matters as this at all, unless you have good relationships between employers and workers. I believe that in such an industry as ours, therefore, it must be a joint matter. Again I must say that I am gratified at the long record of good relations with your association. I was present some 25 years ago when we first got together under the auspices of the Conference Club and discussed the Council on Industrial Relations as one way to bring about better conditions in the industry and advance our parallel responsibilities. That those pioneers builded better than they knew is indicated by the fact that we stand upon a firm platform that is generally recognized as a pattern for good relationships between management and labor. During the war

G. M. Bugniazet speaks before meeting of National Electrical Contractors Association, Cleveland

5,000 labor-management committees were created on a pattern not unlike those which have been developed in this industry. Everybody today is talking about relations that we began 25 years ago as an industry.

Minimum Coverage Only

One of the principles developed by the Council on Industrial Relations is: "Industrial enterprise as a source of livelihood for both employer and employee, should be so conducted that due consideration is given to the situation of all persons dependent upon it." The question of social security for wage earners has had discussion for 10 years in this country. It was stimulated, of course, by the enactment of the Social Security Act in 1933. The Federal Government has tried to take care of this problem by Federal legislation. What we get, of course, in this field is minimum coverage on account of the great scope of the legislation. Minimum coverage is good, but we believe this should be supplemented by industry effort.

I am aware that some employers whose plants may employ thousands of workers, or who operate a business like utility companies, or manufacturing companies, can with ease, supplement the social security coverage with a company plan. Where business is competitive, it is not so easy. Your business, of course, is competitive. In a competitive field, any supplement must be made by the entire industry. This goal is complicated by the fact that there will be many employers involved over a widespread territory, and their consent must be won to such a program before it can be a total success.

History of I.B.E.W. Benefits

The organization that I have had the honor to represent for many years—the International Brotherhood of Electrical Workers—has given the question of social security for its members considerable thought for over 25 years. In the early days, the I. B. E. W. provided a small funeral benefit. We raised this small benefit up to $300.00. In 1922, we had to found our own mutual benefit association, simply because being in a hazardous industry, Electrical Workers had to pay too high a premium for any kind of insurance coverage on an individual basis. We then raised the benefit to $1,000 for all members who had five years or more continuous good standing in the union, with lesser amounts for less than five years standing. In 1928 we took a long step in advance—at least, a step we considered a long step in advance. In 1928 we provided that every member, reaching the age of 65 years, who had 20 years good standing in the union, could be retired from the trade at $40.00



G. M. BUGNIAZET
International Secretary

per month pension, plus the organization maintaining his continuous good standing for all other benefits at no cost to the member placed on pension.

Proud Attainments

I can say to you—we in the Brotherhood are proud of our attainments in the field of social security. Against a good deal of discouragement in an economy which has its serious ups and downs, we have made retirement less painful to those who have devoted their lives to building up the industry. Look! Since 1922 we have paid death benefits of over 10½ million dollars to the heirs of our members, and since 1928 we have paid to our pension members more than six million dollars in retirement benefits, surely an accomplishment to be proud of.

Now let us look a little bit at insurance as a principle. All insurance, private and public, may be regarded as being based upon a social principle, namely, mutual aid. In short, insurance employs foresight, for it is dependent upon temporary deprivation in order that a greater loss may not be suffered in the future. Way back, 100 years ago, a report given to the British House of Commons said: "Whenever there is a contingency, the cheapest way of providing against it is by uniting with others so that each man may subject himself to a small deprivation in order that no man may be subjected to a great loss." This might be a description also of any kind of cooperation utilized by labor unions. Group insurance is the most democratic form of insurance. It seeks to apply the principle of mutual aid to the greatest possible number at the lowest possible cost.

Benefits Received

Friends, the truth is, that we embarked upon our pension plan with more faith than actuarial accuracy. We admit that we set the assessments upon individual members at a ridiculously low rate. If they paid for 40 years, they could not possibly have met the premiums on any kind of annuity policy from a commercial insurance company. Un-

(Continued on page 412)

Seabees Made, By Navy, Unwilling Scabs

Strong protest sent by member on Saipan against present practice under Navy leadership

HERE is a vivid letter which reflects widespread opinion among A. F. of L. men in the construction branch of war service in the Far East.

Brothers of Local Union 569:

I wish I were there with you men, my Brothers in the trade, tonight. However, that is not possible at present and will *not* be possible until some action is taken toward relieving an unbearable condition that exists at the present time.

Glorious Record

When this war started, we were sadly handicapped in the outlying bases by the lack of men skilled in their respective trades and also skilled in the art of warfare. So as Americans our men volunteered to learn to fight and also carry on their work in the construction line at the same time. You all know what a glorious record the construction battalions have made. They have done the "impossible" time after time. You have read of their heroic exploits but I have seen the unsung and unpraised examples of their work. They have dug ditches and graded airfields and sweated in this hot tropical sun to hasten the end of this war. They have worked many times, many hours, of unpaid overtime without a single squawk. Brothers, that wasn't "scabbing." The majority of those men carry union cards of the A. F. of L. in their respective crafts. BUT! It is scabbing now!

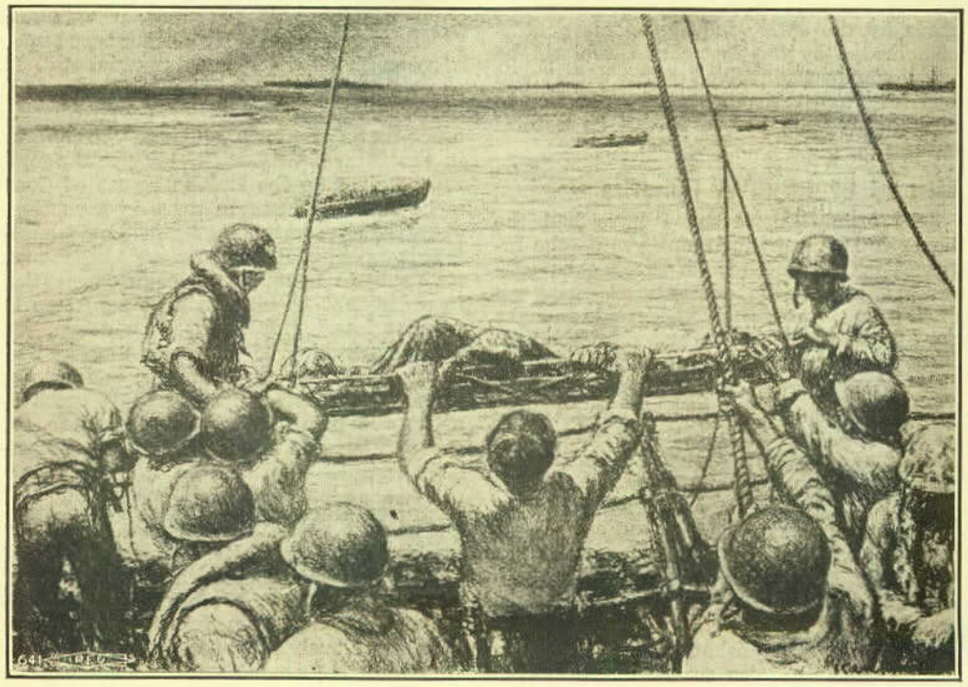
Why?

The war is over. These men are unwilling scabs. They want to get home and be able to work for a living wage again and you can help them. If we, the members of the I. B. E. W. and the A. F. of L. don't help these men, then God help us and our organization when these men get home. Congress made a solemn promise when the Seabees were formed that they would not be used in competition with civilian labor. Why? Why, then, are Seabees being used to build postwar air bases at Marcus Island for the Pan American Airways Company? Why aren't civilians being sent out here at decent, fair wages to build these bases? The 51st Construction Battalion has men working on this job at present. The 51st is also rebuilding a 9-million-gallon water tank for a permanent water system on the Island of Saipan. This work is all postwar, permanent stuff and should be done with civilian labor. These men in the Seabees have worked long and hard at low wages and they have done it gladly. But now they feel that their work is through and they should be receiving just compensation for their labor as you Brothers at home have been getting. Are you going to allow Congress and our military leaders to leave us out here as "scab" labor any longer? If you do, you are violating your oath of Brotherhood.

Call for Skill

Two years ago the Navy put out a plea for men skilled in the shipbuilding industry. They wanted men who could be organized as teams to go into battle areas and repair ships which were damaged in action and get those ships back into the fight without the time loss of a long haul back to Pearl Harbor or to some West Coast Navy Yard. The Navy stressed the point of repairing "battle" damage. It was necessary at the time those men were asked for. The Navy offered ratings to skilled mechanics and also promised rapid advancement to make the picture more attractive. The majority of men who responded to this call for volunteers were men who held good positions in their respective crafts. However, they felt the urge to do a little bit more than they had been doing and many of them felt they were not doing enough by using their skills at home, even though they were too old for combat duty. So these men went to the Navy and offered their skills. They asked for no special consideration and they got none. Men with 10 and 15 years in their crafts received second and third class petty officer ratings paying $96.00 and $78.00 a month, respectively. These men are also, the majority of them, good union men and have carried cards for years. These men, and I am one of them, were satisfied to do this, realizing that by bringing their skill closer to the front line they could shorten the war and do their part in gaining the victory. These men have worked round the clock for days on end with the temperature around 140 degrees in the engine rooms where most of the work was. The shipfitters have worked in the broiling sun patching holes and fitting the damaged craft so they could reenter the battle again. We electricians have worked many hours of unpaid overtime the same as our Brothers in the Seabees have done and we have been glad to do it. But, Brothers, the war is over. We didn't sign up to maintain a peacetime Navy. That work belongs to the civilian repair yards. It should be done by you men drawing adequate compensation for this work. It should be

(Continued on page 412)



LIFT FOR THE WOUNDED
By Artist Kerr Eby from the Abbott Collection of Naval Medical Paintings



—Courtesy U. S. Coast Guard

HIGH WIRE ACT IN THE MARSHALLS
by Artist Sandor C. Klein

BONNEVILLE *Takes Long Step in Advance*

President Truman signs bill improving labor-management relations on great power project. Social security granted

THROUGH consultation with, and cooperation of the Columbia River Power Trades Council, extensive amendments to the Bonneville Act have placed labor in a more favorable position on the Columbia River power project. President Truman signed the new Bonneville Act late in October.

A major advancement in government labor-management relations has been accomplished by the Bonneville Power Administration under the provisions of H. R. 2690 which has been passed by Congress and signed by President Truman.

Labor provisions written into the bill under the direction of Rudolph Stormer, labor relations representative for Bonneville, make the Bonneville Power Administration the first regular Federal agency to extend the retirement protection of the Social Security Act to all laborers, mechanics and workmen not subject to the Civil Service Retirement Act.

Benefits Extended

The bill also provides unemployment compensation protection to Bonneville workers employed on a temporary basis by making the unemployment compensation tax provision of the Internal Revenue code applicable and by granting the states in which the Bonneville Administration operates permission to extend the state unemployment compensation acts to include such employees.

Stormer indicated that the provisions of the bill would modify parts of Bonneville's agreement with the Columbia Power Trades Council reached in negotiations held several months ago under the chairmanship of Robert B. Sheets, chairman of the negotiating committee of the council. Effects of the bill on Bonneville's agreement with the council will be discussed in the next negotiations, Stormer said.

Other amendments to the Bonneville Act contained in the bill are designed primarily to enable the Bonneville Power Administration to function as a regional agency with authority to deal with problems locally.

Commenting on the bill, Bonneville Power Administrator Paul J. Raver stated that it would relieve the administration of a great deal of red tape and would enable it to function much more efficiently as a business agency.

"Bonneville is not engaged in a simple governmental administrative program," Raver said. "On the contrary, it is operating a large-scale business enterprise, and is now the third largest power distributor, public or private, in the United States.

"During the past year the Bonneville Administration marketed over nine billion kilowatt-hours of electric energy from Bonneville and Grand Coulee dams which comprise more than 50 per cent of the electrical energy consumed in the Pacific Northwest. During the same period the administration turned over to the Treasury of the United States more than 20 million dollars receipts from the sale of power," Raver said.

Amendments Beneficial

C. Girard Davidson, General Counsel for Bonneville, declared that the amendments contained in H. R. 2690 would remove many hampering government procedures which were never designed for use in a business operation of the nature and magnitude of that conducted by Bonneville.

"It is extremely gratifying that the President, by approving the bill, has recognized that the Bonneville Power Administration is a regional business agency and that local control should extend to all phases of its administration," Davidson said.

Secretary of the Interior Harold L. Ickes has designated the Bonneville Power Administration marketing agency for all surplus electric energy from power projects authorized for construction on the Columbia, Willamette, Snake and Flathead rivers, Bonneville Power Administrator Paul J. Raver announced.

Under the order just signed by Secretary Ickes, the Bonneville Power Administration will be responsible for marketing power from the Lookout Point, Quartz Creek and Detroit projects, authorized for construction on the Willamette River by the flood control act passed by Congress December 22, 1944; and from projects authorized by the rivers and harbors act passed March 2, 1945, including McNary Dam at Umatilla, Oregon, on the Columbia River and a number of dams on the lower Snake River.

Responsibility for marketing of power from the Hungry Horse project, which has been authorized for construction on the south fork of the Flathead River in Montana under the reclamation act, has previously been assigned to the Bonneville Administration.

"The Secretary's order represents a major step toward full integration of existing and future Federal hydroelectric projects in the Pacific Northwest," Administrator Raver said.

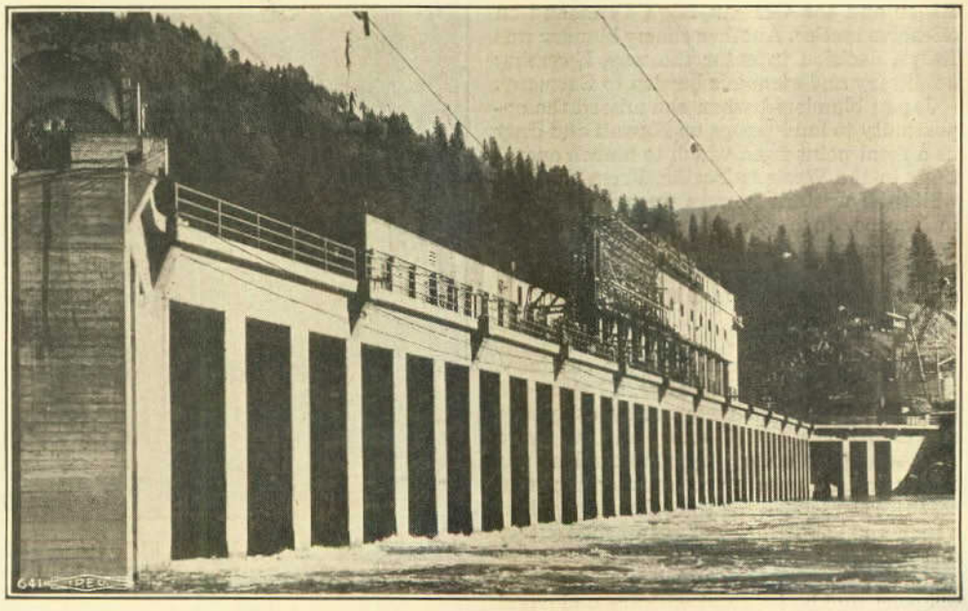
Expansion

"As the proposed new dams are constructed on the Columbia and its tributaries, the present 2,700-mile Bonneville-Grand Coulee high-voltage transmission grid will be expanded to link the Northwest's new hydroelectric power plants into the vast region-wide network of transmission lines that make low-cost power available in every corner of the region."

The new order directs the Bonneville administrator to integrate the power facilities of all projects for which he is the marketing agent of surplus power, to interconnect these projects with publicly owned power systems, and to sell and dispose of all electric energy in accordance with the policies of the original Bonneville Act as amended.

The administrator also is directed to make surveys and undertake engineering and economic research studies necessary to promote the wider and improved use of electric energy for industrial, domestic and agricultural purposes.

Under the Interior Department order the Bonneville administrator is made a member of the National Water Resources Committee with authority to participate in all surveys, investigations, or studies affecting water power resources of the Pacific Northwest.



—Courtesy Public Works Administration

BONNEVILLE

Post-Mortem on World War Two

THE report by General George Marshall, Chief of Staff of the United States Army, on the last two years of the war shows how great has been our victory, how heavy the odds were against us, and how close we came to defeat. In addition to explaining the military campaigns, General Marshall stresses the importance of our industrial production and the prompt utilization of war-making inventions that have gone beyond the understanding of the ordinary person.

The Alternatives

But science has outdistanced General Marshall, too. In his recommendations for our defense, the Chief of Staff approaches the problem predominantly from the point of view of the national military leader who distrusts the ability of political leaders to solve international disputes peacefully. Scientific advances in war-making now confront practically every nation with these alternatives: (1) international cooperation for peaceful settlement of disputes or (2) the death of vast numbers of their populations and the destruction of incredible amounts of material resources. It is doubtful that the general's recommendations will solve this dilemma.

General Marshall points out that we can take little credit for staving off disaster in the most critical days of World War II. He says that the refusal of the British at El Alamein and of the Russians at Stalingrad to accept defeat was the great factor in salvaging our civilization and in saving this country, war on our own soil. These two battles kept Germany from joining her two salients in the Middle East. If this had occurred, Germany and Japan might have arrived at the close coordination which they lacked throughout the war.

Of almost equal importance, according to General Marshall, were bickerings between Hitler and the German High Command on offensive tactics. Another enemy blunder was Italy's decision to enter the war, becoming a military and economic burden to Germany.

Japan blundered when she missed the opportunity to land troops on Hawaii and deny us a focal point from which to launch operations in the Western Pacific. From then on, while the western powers were preoccupied in Europe, Japan was more eager to extend her conquests in the Far East and to capitalize on them than she was to help Germany defeat Great Britain and Russia.

Our Way to Victory

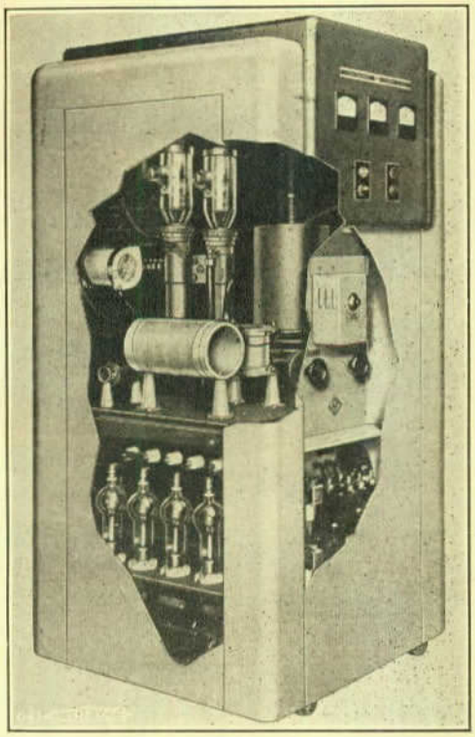
In the Allied offensives on the continent of Europe and in the Far East, all along the line our armies were hampered by a shortage of landing craft and ships, and we were strained to the utmost to make the best use of the limited number of fighting men and resources available for the offensive against a numerical superiority of entrenched enemy forces. Only by achieving naval and air superiority, by the best possible use of our weapons, and by brilliant military and naval leadership were we able, with the full cooperation of our Allies, to fight through to victory.

General Marshall's important report gives American citizens much to think about

At the conclusion of his report, General Marshall outlines a national military policy which, he believes, would give us security and which, by placing "the military world and therefore the political world, on notice that this vast power, linked to our tremendous resources, wealth, and production" would be immediately available in time of crisis, would lead all nations to respect our views, and would create "at least a probability of peace."

General Marshall's program calls for:

1. One year's military training for all our young men, to provide a trained reserve of "citizen-soldiers" subject to call at any time.
2. A regular army of volunteers, strong in air power, part of which would be deployed in the Pacific and the Caribbean ready for emergency action wherever required and the remainder of which would be available for immediate mobilization in the homeland.
3. Continuous research into the military aspects of our scientific advances.
4. A reserve of weapons needed for the first months of fighting.
5. Clear-cut plans for immediate mass production of the vast amount of additional matériel needed for total war.



ELECTRONICS PLAYS A BIG PART IN FUTURE MILITARY AND CIVILIAN PLANS

Electronic heater manufactured by Allis Chalmers

The Criticism

The Chief of Staff is well aware of the problems involved in his proposed program and the criticisms that will be raised, and he has tried to meet some of the criticisms before they are made.

Discussing the problem of cost, he warns that we must not bankrupt ourselves on military expenditures. But then the Chief of Staff outlines a program which calls for constant scientific research in technological warfare, the training each year of our young men to service and operate the newest death-dealing weapons which science can produce, the provision of large and costly reserve stocks of war matériel, and preparation so that we are ready, at the drop of the bomb, to convert immediately to full war production.

Still, General Marshall realizes that our greatest energy in peacetime must be devoted to productive and gainful labor, and he urges that our industrial mobilization plans "must in no way retard or inhibit the course of peacetime production." But how, if we are to embark upon a widespread program of military training, unending research in military science, and constant readiness to convert to all-out wartime production of expensive and complicated instruments of war, can we possibly escape heavy military expenditures or avoid retarding our peacetime production?

The Atomic Bomb

In several respects General Marshall, like most of us, seems unable to grasp the ramifications of our discovery and use of the atomic bomb. He realizes that "another war would start with a lightning attack to take us unaware." But he seems to feel that, if we adopt his policies, even in an age of atomic bombs and rocket weapons travelling at supersonic speeds, we somehow can have time, if attacked, to carry out a program of "mobilization of an Army of 4,000,000 men within a period of 1 year" after the crisis has come.

Part of General Marshall's belief that we would have enough time to mobilize is based on the assumption that an initial aerial attack by weapons travelling at supersonic speeds would be followed by invasion forces. But, with so few strong powers in the world, carefully organized destruction of our country by atomic and rocket weapons might eliminate us as a strong power for years to come, leave the enemy the strongest power in the world, and make actual invasion of the United States unnecessary.

Perhaps, in an age of atomic warfare, if the enemy did try to invade, we would not be able, acting alone, to hold the enemy at a distance until we could mobilize, and, unless we can do this, the Chief of Staff himself warns that we face annihilation.

We might possibly be attacked by aerial weapons of tremendous speeds and destructive power without ever being able to identify the enemy launching the attacks. It seems possible that, in time, a relatively small group of international gangsters—not necessarily a nation—could set off atomic bombs either from without or within the country under conditions in which our armed forces would find it almost impossible to operate.

General Marshall says that we confuse the

(Continued on page 406)

Big Advertising Firm Advocates 50% More WAGES

J. Walter Thompson sends out pamphlet "A Primer for Postwar Prosperity"

This material and the drawings are from a booklet by J. Walter Thompson Company. They are used here by permission.

A SEGMENT of American business has seen the vision of a $200 billion national income and a 50 per cent increase in the standard of living. Now comes J. Walter Thompson Company, one of the most stable and powerful advertising firms in America, with a pamphlet sent broadcast,"A Primer for Postwar Prosperity." This is a simple economic discussion based on actual production and consumption figures, showing how America can reach the goal of $200 billion national income with the attendant increase in the standard of living.

The J. Walter Thompson Company has 10



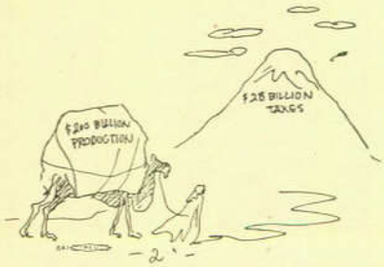
Longing to enjoy the fruits of prosperity

offices in the United States, two in Canada, one in Mexico, four in South America and seven in the British Empire. It is a world-wide organization. The principal office is in New York City.

"Doubling of national consumption of consumer goods and services is entirely possible in a postwar high level economy of a $200 billion national product. Consumption can be increased if purchasing power is maintained through full employment at present levels of productivity."

How Families Spend Money

The pamphlet presents a chart showing what workers on $25.00 per week spend for consumptive goods and what workers at $50.00 per week spend for consumptive goods. For instance, the food bill for a $25.00-a-week family is $399.00 a year, and for a $50.00-a-week family is $695.00. The clothing bill for a family on $25.00 a week is



"If the mountain will not come to Mahomet, then Mahomet must go to the mountain."

$132.00 and for $50.00 a week $270.00 a year. Other expenses are in proportion. It is noteworthy that neither family, however, spends much for education. The $25.00-a-week family spends $6.00 for education a year and the $50.00-a-week family spends only $16.00 for education.

Early in his discussion Mr. Thompson raises the question, how are we going to pay our war debts? The pamphlet says:

"There are only two ways in which we can carry this doubled tax load.

"EITHER—we can do without things—skimp on food, wear fewer and cheaper clothes, live in poorer houses, cut our American standard of living to the bone.

"OR—we can *step up* our production of consumer goods and services to a level that will yield a vastly increased tax revenue.

"In other words, we can increase our *national income* to a point that will enable us to carry our doubled tax load—and still have an even better way of life."

The pamphlet goes on to ask "Can we *consume* at the $200 billion level?" It says we can bake a pie worth $200 billion. Can we eat it? Then it goes on to ask:

"Can we eat, wear, rent, build, and otherwise consume to the tune of $200 billion a year?

"During wartime the problem of consuming what we produced took care of itself. The dogs of war are always hungry.

"But in peacetime we have never *consumed* at a rate of more than 100 billion dollars a year.

"Can we suddenly *double* this consumption? Can we, all at once, develop a 200-billion-dollar appetite?"

Mr. Thompson goes on to say the typical family hasn't half the things it wants and needs. If we double the income we will double the consumption. The pamphlet asks the question, "how many jobs could there be at the 200-billion-dollar production level?" the answer is 57 million jobs; that is, six million more workers than we had during the war.

The following table in the pamphlet shows how income has followed production:

By Family Income

Before the war:	
1940 U. S. national production	$100 billion
1940 U. S. median family income	$25 a week
During the war:	
1944 U. S. national production	$200 billion
1944 U. S. median family income	$50 a week

By Total Income

Just as median family income tends to parallel production—

So the ratio of total individual incomes to total production *tends to be uniform.*

For example:



A swell dish for Uncle Sam

Year	*Total Production*	*Total of Individual Incomes*
1929	$99 billion	$82 billion
1940	97 billion	76 billion
1945	205 billion	157 billion

The pamphlet shows that the vexed question of increased wages in their relationship to prices can be solved by full employment.

"We have seen that as family income doubles, consumption virtually doubles (a typical $50-a-week family in peacetime spends 92 per cent more than a typical $25-a-week family). Even for food, tobacco and



To earn money we need jobs

beverages the $50 family spends 74 per cent more than the $25 family.

How It Works

"This means that with *doubled* postwar national production and *doubled* income for the typical family, sales in the food-tobacco-beverages industry could increase 74 per cent.

"This would permit the industry's total labor bill to increase 74 per cent *without increasing the ratio of labor cost to selling price.*

"Instead of $1,760,000,000 a year for wages and salaries, the industry could pay $3,060,0000,000.

"How many additional jobs would this provide?

"During the war, the productivity of labor so increased that the average wage level in the industry was over $1,850 a year.

(Continued on page 412)



Can we eat it?

Think or Fight, Choice Before Conference

THE fiber of the philosophy of industrial cooperation is being tested to the full as the President's labor-management conference convenes in Washington, November 5. As the 39 members of the panel gathered at the auditorium in the U. S. Department of Labor, the issue was pretty clearly drawn. The President's nation-wide speech heard by 32 million citizens on labor-management relations; the announcement of the data accumulated by Government research people, and the subsequent stories given out by employers outline the issues of battle which will be discussed at the all-important national conference. The temper of the extremists appears to be "ignore research data and fight it out." Government statisticians have accumulated data to show that a 24 per cent increase in wages is possible on most fronts without a rise in prices.

Typical of the reaction to this point of view was a statement of A. W. Robertson, chairman of the board of Westinghouse Electric Company: "The management is deeply concerned over the possibility of runaway inflation that threatens the country. But if the national Government orders an increase in wages, there will be no escape but to increase the prices of manufactured products."

A. F. of L. Urges Cooperation

The American Federation of Labor has long been an advocate of voluntary labor-management cooperation. It has fathered such plans as those on the B. and O. Railroad, the TVA, the Canadian National Railroad system and others. More than 5,000 labor-management committees were set up and operated during the war. The issue has developed whether the old guard among the employers can set the key for the labor-management conference and precipitate battle or whether the conference can meet in an atmosphere of reason and work out a plan for the settlement of the economic issues.

Representation

The conference will be composed of 39 members—18 to represent employers, 18 to represent labor, and three, the general public. The U. S. Chamber of Commerce and the National Association of Manufacturers named the 18 employer members co-equally. The A. F. of L. selected eight members, the C.I.O., eight members, the United Mine Workers, one member, and the Railway Brotherhoods, one member. The chairman of the conference is Judge Walter Parker Stacy, The Secretary of Commerce and Secretary of Labor, ex-officio, are non-voting members. Alternates will be selected for each in equal number. Dr. George W. Taylor of the War Labor Board is secretary of the conference. Each panel of delegates has a research counsellor.

President Ed J. Brown of the International Brotherhood of Electrical Workers is an alternate member of the conference.

President's labor-management conference convenes. President Brown member

Delegates

The AFL delegation, previously named in Cincinnati, is headed by President William Green and includes Secretary-Treasurer George Meany, President Harry C. Bates, Bricklayers International Union; President David Dubinsky, International Ladies Garment Workers; President George Morrison, Brotherhood of Railway Clerks, and Vice President Matthew Woll.

From the CIO there will be President Philip Murray, President R. J. Thomas, United Auto Workers; President Sidney Hillman, Amalgamated Clothing Workers; President Emil Rieve, Textile Workers; President Reid Robinson, International Union of Mine, Mill and Smelter Workers; President Albert J. Fitzgerald, United Electrical Radio and Machine Workers; President John Green, Industrial Union of Marine and Shipbuilding Workers, and CIO General Counsel Lee Pressman.

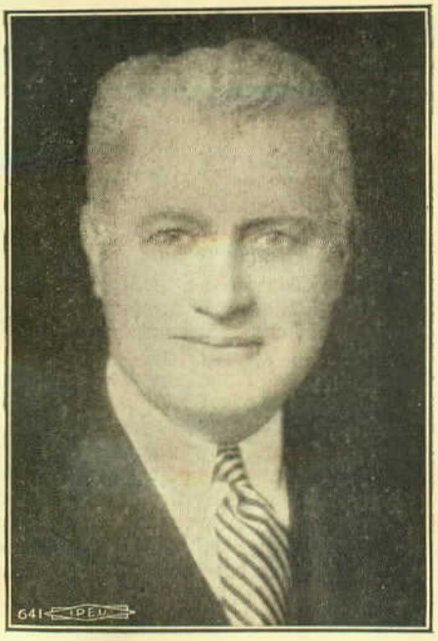
President John L. Lewis will represent his United Mine Workers (unaffiliated), with UMW Secretary-Treasurer Thomas Kennedy as his alternate.

Chairman T. C. Cashen of the Railway Labor Executive Association (unaffiliated) will represent the independent Railway Brotherhoods, including the switchmen of which he is president, Locomotive Engineers, Firemen and Enginemen, Order of Railway Conductors, Signalmen and Dispatchers. His alternate will be Secretary E. A. Lyon of the RLEA.

Alternates

AFL alternate delegates are President Charles J. MacGowan, International Brotherhood of Boilermakers; Assistant President A. J. Spradling, Amalgamated Association of Street and Electric Railway Employees; President Martin Durkin, United Association of Plumbers; President Herman Winter, Bakery and Confectionery Workers; President Ed. J. Brown, International Brotherhood of Electrical Workers; Secretary Patrick E. Gorman, Amalgamated Meat Cutters and Butcher Workmen; President James M. Duffy, National Brotherhood of Operative Potters, and President Elmer E. Milliman, Brotherhood of Maintenance of Way Employees.

Alternates of the CIO delegates are Secretary-Treasurer James B. Cary, Vice President Allen S. Haywood, President L. S. Buckmaster, United Rubber Workers; Secretary-Treasurer George Addes, United Auto Workers; Secretary-Treasurer Julius Emspak, U. E.; Clinton S. Golden, assistant to President Murray, United Steelworkers; President Joseph Curran, National Maritime Union, and President Willard Townsend, United Transport Service Employees.



ED J. BROWN

Chairman Ted F. Silvey of the CIO Reconversion Committee will be the official adviser to the CIO delegation, and Economist Boris Shishkin will serve in a similar capacity to the AFL delegates.

Representing Management

The 18 regular delegates representing management will be President Edward N. Allen, Sage-Allen Co., Hartford, Connecticut; President Fuller E. Callaway, Jr., Callaway Mills, LaGrange, Georgia; President M. W. Clement, Pennsylvania Railroad, Philadelphia; President John Holmes, Swift and Co., Chicago; President C. R. Hook, American Rolling Mill Co., Middletown, Ohio; President Eric A. Johnston, U. S. Chamber of Commerce; President George H. Love, Consolidation Coal Co., Pittsburgh; President Ira Mosher, National Association of Manufacturers; President Edward P. Palmer, Senior and Palmer, Inc., New York; President H. W. Prentis, Jr., Armstrong Cork Co., Lancaster, Pennsylvania; President W. M. Rand, Monsanto Chemical Co., St. Louis; President Louis Ruthenburg, Servel, Inc., Evansville, Indiana; President Otto A. Seyferth, West Michigan Steel Foundry Co., Muskegon; President W. Steinkraus, Bridgeport Brass Co., Bridgeport, Connecticut; President E. J. Thomas, Goodyear Tire and Rubber Co.; President C. E. Wilson, of General Motors; Charles E. Wilson, of General Electric Corp., and President Harry Woodhead, Consolidated Vultee Aircraft Corp., San Diego, California.

Advisers to the management group will be Attorney Raymond S. Smethurst, National Association of Manufacturers and Joyce O'Hara, assistant to the president, U. S. Chamber of Commerce.

Walk Up, Gentlemen, Take Your Choice

U. S. Labor Department shows just what kind of buying power U. S. A. may have under various plans

HERE is a summary of a report by the U. S. Department of Labor on wages and buying power, which was probably the basis of the deliberations of the Labor-Management Conference.

Those who believe it is dangerous and impossible to forecast economic events and have decried loudest such policies are usually those who expect to profit by confusion and obscurantism.

Buying Power = Prosperity

Any prosperity in the United States depends on buying power. This is a general, accepted truism. Buying power has fallen off since August, 1945, and is falling away at a rapid rate and it is possible to predict with some success just how much loss in buying power will be recorded in the coming years. This forecast has been made by the U. S. Department of Labor. It is possible that this forecast has been used in the deliberations of the Labor-Management Conference held early in November under the leadership of President Truman. The study in question appears in the Monthly Labor Review for September, 1945, and bears the authorship of Robert J. Myers and N. Arnold Tolles. It is entitled "Income from Wages and Salaries in the Postwar Period." The authors tell us just what we may expect in the coming two years under the impact of transition from war to peace.

If nothing is done about it, we will probably lose $17 billion of income and buying power by 1947. If we could get full employment within that period, we would lose only $11 billion of buying power. If we get ordinary employment, we will lose $22 billion dollars. If we get low employment, that is, employment on the level of 1939, we will lose $40 billion of buying power.

Here's the Situation

In other words, if the country wishes to get prosperity, it must provide full employment by 1947 and increase wage rates at the same time.

The following table illustrates the situation:

	Buying Power	*Loss on Buying Power*
1944	$98 billion	
1947	$81.3 billion (Normal adjustment)	$16.7 billion
1947	$87 billion (Full employment)	$11 billion
1947	$76 billion (Medium employment)	$22 billion
1947	$68 billion (Low employment)	$40 billion

The authors see the following hazards to employment in the next two years:

Reduction in workweek;

Loss of shift premiums;

Transfer from war production to lower-paid civilian production.

The authors go on to say, "The drastic curtailment of Government orders at the end of the war, unless offset by heavy and sustained buying by the consumer and by private business will result in widespread closing of stores and factories and the loss of employment for millions of persons."

The authors continue their analysis as follows:

"Among the foreseeable economic developments of importance in the present discussion, four will probably tend to depress the level of wage-salary payments: (1) The reduction of the hours of work, (2) the resumption of a peacetime pattern of employment, (3) a drop in the rate of output of workers paid on an incentive basis, resulting from shorter runs of individual products, and (4) a decrease in the opportunities for pay supplements. Another probable change, which will tend to increase wage-salary payments, will be (5) an improvement in the quality of the labor force. Two other factors, of transcendent importance, but unpredictable, are (6) the level of employment, (7) the level of wage rates. The relationship of each of these factors to the level of wage-salary income deserves brief discussion."

Wages and Prices

The authors touch on the controversial point as to the ability of the nation to raise wages without raising prices:

"It is primarily through higher wage rates, moreover, that increased labor productivity will affect wage-salary income. Although this article makes no attempt to estimate the gain in productivity that will occur in the postwar period, it is highly probable that this factor will permit an increase in wage rates—possibly a substantial increase—without a corresponding rise in prices.

"Offsetting these upward pressures will be several important factors tending to depress wage rates. Cut-backs in war plants and any rapid demobilization of the armed forces will be sure to result in some unemployment, and, if this is severe and prolonged, general wage cuts will be hard to resist. With the return of competitive production for the civilian market, employers will watch their unit costs of production more closely. Aggressive union policy will be unable to protect large numbers of unorganized workers, while 'downgrading' and disguised wage cuts for incentive workers will be difficult to control even in union establishments."

The authors foresee that the average income per worker may be expected to drop from $2,310 per year to about $1,920. Real hope is seen by the authors in this trenchant remark: "Historically, the share of national income going to wages and salaries has been rather stable, making it possible to estimate within broad limits the level of national income that will be associated with a given volume of wage-salary payments."

The authors conclude their trenchant analysis with the remark that a $100 billion national income "seems unacceptable as a goal for the American people."

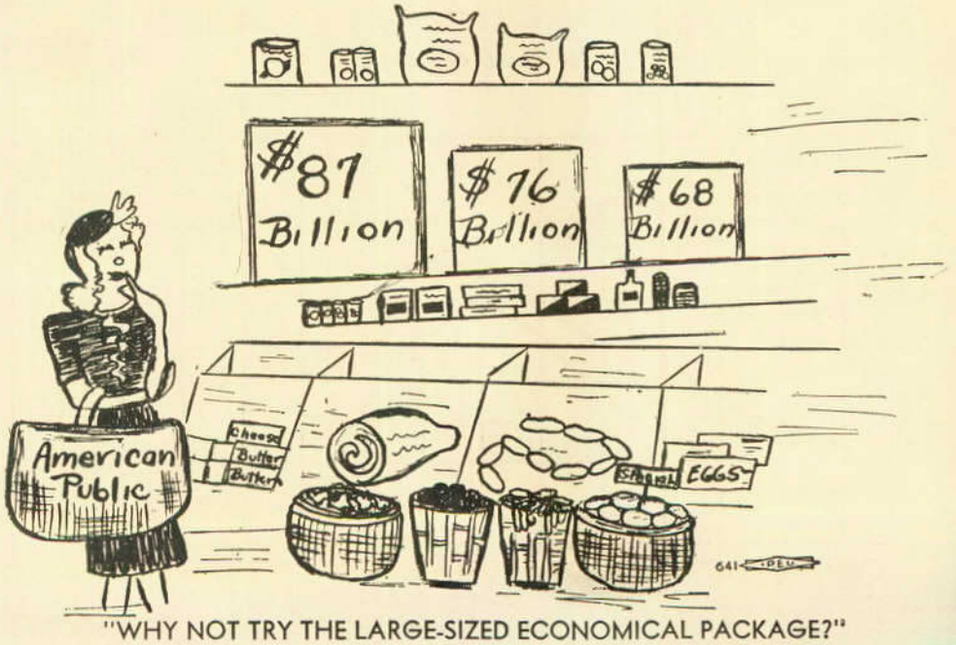
This well-reasoned and well-documented article might be translated into the vernacular thus: "Gentlemen, here are the courses of action. Step up and take your choice."

What happens to wages is important to all of us—even to those of us who do not work for wages.

It is important to business, for example, not only because wages represent an essential item in the cost of producing goods, but because people cannot buy the products of industry unless they earn enough wages generally.

What happens to wages is also important to the farmer. The income he earns depends a great deal on the wages and purchasing power of the workers in our factories and shops and stores. They are the customers of the farmer and cannot buy farm products unless they earn enough wages.

The fact is that all of us are deeply concerned with the wages, because all of us are concerned with the well-being of all parts of our economic system.—*President Truman.*



"WHY NOT TRY THE LARGE-SIZED ECONOMICAL PACKAGE?"

EMPLOYMENT Began Downward Swing in 1943

Research Department makes annual analysis. Job peak reached in 1943

THIS year saw the Second World War pushed to a succesful conclusion and the commencement of the long-anticipated reconversion period, with all its attendant question marks. What will be the course of industrial production? What will happen to the price level? The wage level? Total national income? Above all, what will be the trend of employment in the immediate and latter postwar period?

In due course the passage of time will reveal the answers to these and scores of now unanswerable queries. It is expedient that we take such steps as may lie within our powers wisely to shape, for the greatest national wellbeing, the pattern of events and the trend of developments in the days to come.

To serve as guideposts for indicating the best policies which we should adopt, we must have accurate facts and figures at our fingertips, figures which reveal the path of past occurrences and their probable future trends, barring interference.

On the Record

For more than 14 years the International Brotherhood of Electrical Workers has kept actual records of employment. Members of a significant group of representative I. B. E. W. locals keep day-by-day reports of the amount and type of employment which they perform. The reports are summarized by a responsible officer of the local union, then transmitted to international headquarters of the organization. There the Research Department tabulates and analyzes the data for the information and guidance of the union.

Last year saw I. B. E. W. members averaging 5.7 per cent overtime employment. But last year also saw annual average employment turn downward for electrical workers for the first time since the pre-defense days of 1939. As long ago as the autumn of 1943, the upward swing of our employment had reversed itself. While employment was still at exceptionally high levels, the handwriting was there on the wall, foreshadowing the coming wave of industrial cutbacks, followed by sudden cancellation of war contracts upon the termination of active hostilities.

As a whole our members worked an average of 2,189 man-hours each during 1944, against their all-time peak of 2,385 hours during 1943.

Although this was a drop of 8 per cent, it was still 50 per cent above the 1,458 man-hour level for the pre-defense days of 1939, and three times as much as the 738-hour average of 1932 at the depth of the depression.

Coverage

Employment experience over the past 14 years for electrical workers belonging to the I. B. E. W. is indicated in Table I. The figures for "all reporting locals" cover I. B. E. W. members in a wide variety of industries, including construction, operating, production and maintenance workers engaged in the building trades, electric power and light, telephone, radio broadcasting, electrical and radio manufacturing, transportation and many other types of endeavor.

In addition Table I gives annual data for members in two major branches of our trade—building construction (as represented by reports from our strictly "inside" classification of local unions), and electric power (as represented by reports from locals classified as "outside," "linemen," "electric light and power," "utility," "powerhouse men," and similar jurisdictions within the electric utility industry).

I. Average Number of Man-Hours Worked Per Member

(By years, 1931 through 1944)

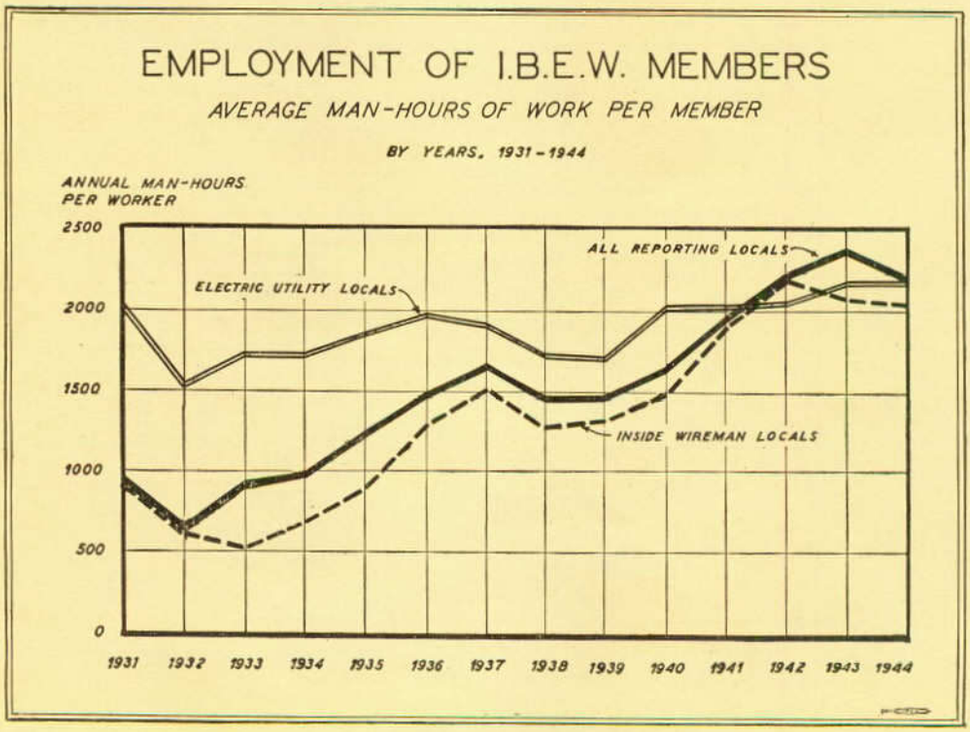
	All Reporting Locals	*Inside Wireman Locals*	*Electric Utility Locals*
1944	2,198.1	2,051.2	2,189.9
1943	2,385.0	2,085.0	2,178.6
1942	2,222.6	2,211.8	2,045.7
1941	1,951.2	1,901.0	2,030.7
1940	1,645.4	1,496.4	2,024.3
1939	1,458.5	1,318.2	1,708.7
1938	1,466.7	1,272.6	1,709.3
1937	1,658.3	1,505.6	1,914.0
1936	1,493.0	1,299.3	1,973.1
1935	1,236.8	905.3	1,855.9
1934	967.7	680.2	1,723.7
1933	822.1	515.4	1,700.9
1932	738.2	603.5	1,504.7
1931	931.8	887.4	2,002.5
Net change:			
1944 over 1943	−7.8%	−1.6%	+0.5%
1944 over 1939	+50.7%	+55.6%	+28.2%

I. B. E. W. employment followed the trend of general employment throughout the nation all through the war period. The U. S. Department of Labor has published figures showing that the number of wage and salaried workers in non-agricultural establishments grew steadily from a monthly average of 30.3 million persons in 1939 to 39.7 million in 1943, then slipped back to an average of 38.7 million in 1944. By August of 1945 it had receded to 36.8 million.[1]

The same kaleidoscopic pattern appears in the Federal Reserve Board's index of industrial production, which is generally conceded as reflecting characteristically the movements of our national economy as a whole. Based on the average for the period 1935 through 1939 as being equal to 100, the wartime course of the index[2] through V-J Day was:

August, 1945	190
1944, monthly average	235
1943, monthly average	239
1942, monthly average	199
1941, monthly average	162
1940, monthly average	125
1939, monthly average	109

Reduced to terms of average annual man-days of employment and average weekly hours worked per person throughout the recent years our data quoted in Table I stack up as depicted in the next two tables:



[1] Source: Survey of Current Business, June, 1944, p. 3 and subsequent monthly and weekly issues.

[2] Source: Survey of Current Business, December, 1943, p. 18 and subsequent monthly issues.

II. Average Number of Days Worked Annually

	All Reporting Locals (Days)	Inside Wireman Locals (Days)	Electric Utility Locals (Days)
1944	275	256	274
1943	298	261	272
1942	278	276	256
1941	244	238	254
1940	206	187	253
1939	182	165	214

III. Average Weekly Hours Worked

	All Reporting Locals (Hours)	Inside Wireman Locals (Hours)	Electric Utility Locals (Hours)
1944	42.3	39.4	42.1
1943	45.9	40.1	41.9
1942	42.7	42.5	39.3
1941	37.5	36.6	39.1
1940	31.6	28.8	38.9
1939	28.0	25.4	32.9

It is noteworthy that our material above on average weekly hours of employment corresponds closely with figures published by the U. S. Department of Labor on the average length of the workweek for the building construction and for the electric utility industries. (The Labor Department publishes no data on weekly hours of employment which would be comparable to our data for the I. B. E. W. as a whole, which cuts across a very broad segment of industries and services throughout our national economy.)

For construction workers the Labor Department reports the average length of the workweek to have been 39.5 hours in 1944 (and 38.5 hours in 1943); for electric utility workers it was 43.1 hours in 1944 (41.7 in 1943).[3]

What Is Full-Time Employment?

The International Brotherhood of Electrical Workers considers full-time employment for a worker to be equivalent to 2,085 hours of work annually. This is the amount of work which a person would do if employed regularly for 40 hours a week, 52 weeks consecutively.

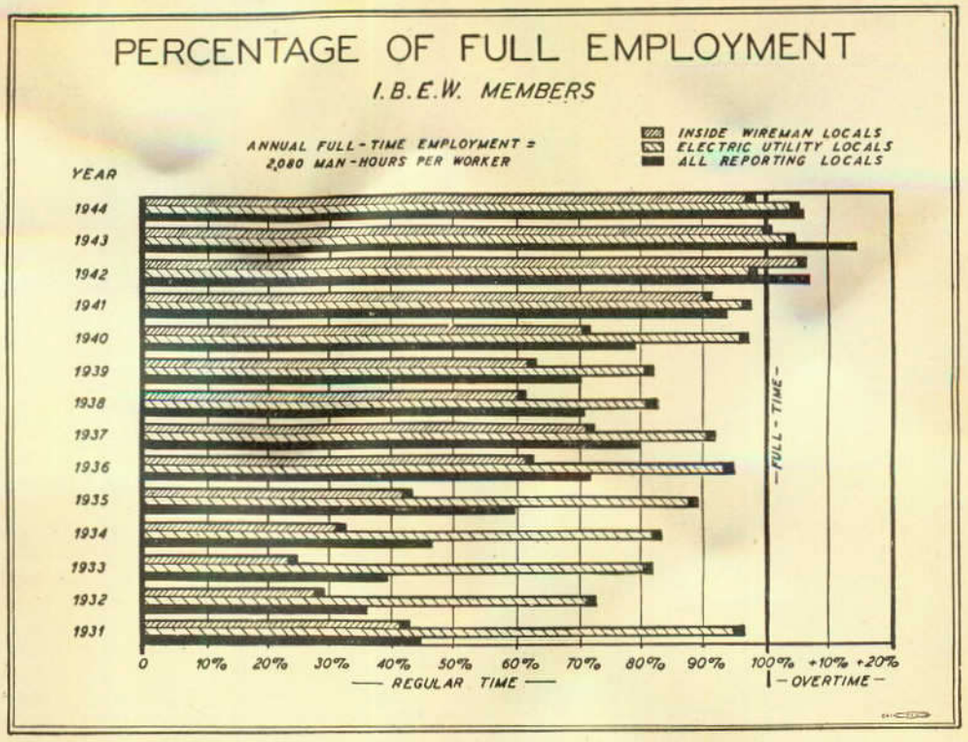
On the basis of this standard working year, we find the electrical workers averaged 105.7 per cent of full-time employment last year or, as we stated earlier, they averaged 5.7 per cent overtime employment last year. In the preceding year, 1943, they had exceeded standard full-time employment to the extent of 14.7 per cent.

Many of our members, of course, worked considerably more than the average amount of overtime, while many others worked considerably less than the standard full-time work-year, whether not working because of illness, too inclement weather (for construction workers), the termination of war contracts or other causes. Counterposing total man-hours of overtime against total man-hours of under-employment, we find a net balance of 5.7 per cent of standard, full employment in favor of the overtime of the work statement for the I. B. E. W. as a whole.

How I.B.E.W. Fares

Table IV indicates the way average annual man-hours of employment of our members over the past 14 years have compared, percentagewise, with the standard 2,080-hour workyear. Last year electrical workers who were engaged in the electric power and light industry worked 5.3 per cent overtime, while those in building construction were just short of attaining full-time employment.

[3] Computed from monthly reports in the Monthly Labor Review.



IV. Percentage of Full-Time Employment*

(By years, 1931 through 1934)

	All Reporting Locals (Per cent)	Inside Wireman Locals (Per cent)	Electric Utility Locals (Per cent)
1944	105.7	98.6	105.3
1943	114.7	100.2	104.7
1942	106.8	106.3	98.4
1941	93.8	91.4	97.6
1940	79.1	71.9	97.3
1939	70.1	63.4	82.1
1938	70.5	61.2	82.2
1937	79.7	72.4	92.0
1936	71.8	62.5	94.9
1935	59.5	43.5	89.2
1934	46.5	32.7	82.9
1933	39.5	24.8	81.8
1932	35.5	29.0	72.3
1931	44.8	42.7	96.3

* Full-time employment equals 2,080 man-hours of employment annually per worker.

Analysis of our figures month by month throughout the war period showed that peak wartime employment for our organization as a whole occurred in September, 1943. For that month electrical workers averaged 213 hours of work each. The fall of 1943 was also the period during which America hit its top wartime productive stride.

Our building trades or 'inside wireman" locals found their peak employment a year earlier (which was the time at which the wartime building expansion progress was at its height). The U. S. Department of Commerce reports national trend in total volume of new construction activity[4] through the war years to have been:

New Construction

(Billions of dollars)

	Total for Year	First Six Months	Second Six Months
1945	—	2.0	—
1944	3.9	1.9	2.0
1943	7.7	4.5	3.2
1942	13.5	6.0	7.5
1941	10.8	4.6	6.2
1940	7.3	3.0	4.3
1939	6.3	2.9	3.4

[4] Computed from reports published in the Survey of Current Business, June, 1944, page 23 and subsequent monthly issues.

Whereas construction workers reached their maximum employment in 1942 and electrical workers in general in 1943, members of the electric utility branch of our trade found 1944 to be their year of greatest employment. Job opportunities in that year topped those of 1943, but only by a very slender margin.

Since mid-1943 the production of electric power in the United States has been relatively stable. The Federal Power Commission reports that total energy produced in 1944 was 279.5 billion kilowatt-hours, a 4 per cent gain over the 267.5 billion kilowatt-hour output of 1943.

Energy Produced[5]

(Billions of KWH)

1945 (first 6 months)	140.1
1944	279.5
1943	267.5
1942	233.2
1941	208.3
1940	179.9
1939	161.3

The outlook for future employment for electrical workers and workers in general stands in doubt at the moment. The world awaits the solution of many knotty problems in the realms of labor-management relationships, of ready access to materials, of production schedules, and of wage and price controls.

Just beyond beckons a whole world of pent-up demand for both consumers' and producers' goods, once the solution of immediate problems is found. But necessary widespread economic readjustments, dependent upon reconversion, must be made before peacetime production can get fully under way.

[5] Federal Power Commission, "Industrial Electric Power in the United States, 1939-1945" and "Electric Power Statistics," release No. 45-6A, dated July 25, 1945.



PAUL FITZPATRICK
American Arbitration Association

America Clings to Voluntary ARBITRATION

American Arbitration Association makes comprehensive poll

POLLS differ. The very questions one puts make important difference. A well-known popular poll institution recently announced results of a poll showing that the American people are for compulsory arbitration.

A far more extensive poll made by the American Arbitration Association, however, denies these results. The American Arbitration Association poll indicates that 70 per cent of American people back voluntary arbitration.

First, compulsory arbitration, that forced by law and state action;

Second, enforced arbitration, that which puts teeth in ruling of voluntary arbitration boards;

Third, voluntary arbitration, that made by choice of disputants.

Results of Poll

The American Arbitration Association announces the results of a widespread polling of viewpoint on the question of compulsory vs. voluntary arbitration. The opinions of corporations, labor unions, and a representative cross-section of the public are reflected in this poll. Instead of making a selected sampling from among a few hundred persons, over 35,000 ballots were distributed. One went to the head of each of the leading 10,000 corporations throughout the whole country as well as to each member of the various committees of the National Association of Manufacturers. Comparable complete coverage of labor unions was made. The public in the person of Government officers, professional men involved in labor-management relations and other individual cross-sections completed the total.

Over-all returns show that 69.7 per cent favor voluntary arbitration of labor disputes as against 30.3 per cent who favor compulsory arbitration.

Breaking it down into the various groups, unions voted better than 4 to 1 in favor of voluntary while corporations as a whole voted less than 2⅓ to 1. A surprising factor was that the vote of the AFL Unions, while 3 to 1 in favor of voluntary, was a lower ratio than in the CIO which was well over 6½ to 1 in favor of voluntary. The editors of labor papers voted 8 to 1 in favor of voluntary. The professional group voted only 1½ to 1 while miscellaneous personal expressions were just over 2 to 1 in favor of voluntary. In other words, the over-all vote in favor of voluntary arbitration is 2⅓ to 1.

Those who voted in favor of compulsory arbitration were asked to express an opinion either for or against a Government agency supplying the arbitrators. Nearly 3 to 1 voted against the Government providing the arbitrators.

How Shall We Arbitrate?

Those who voted in favor of the voluntary principle, where arbitration would be undertaken only when the employer and the union agreed thereto, were asked to express an opinion as to how the arbitrators should be selected. Less than 4 per cent favored the Government providing arbitrators while 76 per cent favored selection by agreement of the parties. The remaining 20 per cent were in favor of the naming of the arbitrator in the first instance by some impartial agency —not Governmental.

These returns tend to confirm the recent poll of the Bureau of National Affairs which, on a much smaller sampling, found approximately one-third of the public interviewed in favor of some form of compulsory arbitration. On the other hand, the returns contradict the poll recently published by Dr. Gallup, which found that of its sampling of the public, 70 per cent were in favor of compulsory and 71 per cent of the rank and file members of unions expressed themselves in favor of compulsory arbitration. Dr. Gallup does not disclose the number of persons interviewed.

It is clear from the comprehensive poll made by the American Arbitration Association that if only certain unions were polled, the vote would be 100 per cent in favor of compulsory arbitration while if only certain other unions were polled, it would be 100 per cent in favor of voluntary.

Points Clarified

Whatever doubts are left unclarified by these various polls, two things are made perfectly clear. The first is that there is widespread confusion as to the essential difference between "compulsory" and "voluntary" arbitration. Many people designate as "compulsory" arbitration any provision in a collective-bargaining agreement stipulating that future disputes will be arbitrated. When arbitration has been agreed to, it may properly be defined as "enforceable" arbitration. "Compulsory" arbitration means that irrespective of the wishes of the parties, they are compelled to arbitrate any dispute which they cannot settle by direct negotiation. The confusion in definition is doubtless the cause of much of the confusion in thinking.

The second outstanding revelation in the American Arbitration Association's poll is that irrespective of whether it is required by law that labor disputes be arbitrated, the overwhelming public opinion is against having the Government do the arbitrating and in favor of the parties mutually agreeing upon their arbitrator.

The American Arbitration Association has for 20 years advocated the selection of arbitrators by the parties and has invented a unique method by which the parties to a dispute can come to agreement as to the arbitrator without the necessity of conferring with each other after the dispute has become aggravative. This is done by each party independently indicating, in the order of their preference, the names on an identical panel submitted to both parties by the association. Each party may also veto any names that are unacceptable. The nominee with the highest mutual preference is automatically selected as the arbitrator and no nominee vetoed by either party is ever appointed. Only in the occasional instance, where no nominee is mutually approved by the parties, does the association appoint an arbitrator without the concurrence of both parties. This explains the almost universal acceptance and execution of the arbitrators' awards and the tremendous growth in the use of voluntary arbitration under the association's auspices during the war period when compulsory arbitration by the War Labor Board was the alternative.

The President's Labor-Management Conference, convening in Washington, November 5, will deal with this question of arbitration. It is one of the most important on the agenda because compulsory arbitration under Government direction would, in the end, mean general Government wage-fixing. This would lead to permanent Government price-fixing; and these two together would bring into existence in America a totalitarian regimented economy.

He is not only idle who does nothing, but he is idle who might be better employed.—*Socrates.*

—o—

One comfort is that great men taken up in any way are profitable company. We cannot look, however imperfectly, upon a great man without gaining something by it. He is the living fountain of life, which it is pleasant to be near. On any terms whatsoever you will not grudge to wander in his neighborhood for a while.—*Carlyle.*

—o—

Simplicity is an exact medium between too little and too much.—*Sir Joshua Reynolds.*



Bond Buyers Will Fight INFLATION

Last war loan offers attractive way to aid a nation-wide drive against too much money, too little goods

THE war is over and victory is ours. That part of the job is finished. Finished, too, are the lives of many brave men who went to Germany and the Pacific to defeat the Axis and insure a better world for you and me to live in. Their job is finished but ours is not. Those men who died, if they could but speak, would say to us, "Keep faith with us. Take care of our buddies. Keep the peace we won for you. Finish the job."

A Costly War

The aftermath of war is costly. Costly in pain, sorrow, and money. World War II, the most tremendous and terrible war in the history of the world, has exacted a terrific toll in wounded, to be cared for and rehabilitated. The job of these gallant wounded veterans is done—they saved us from disastrous aggression and complete loss of freedom and the American way of life. What we owe to them we can never repay, but while we can never repay them for their sacrifices, we can accept responsibility for them by helping to finance the best care in the world for them and the speediest rehabilitation possible. Not until the last handicapped veteran is satisfactorily employed, or otherwise cared for, will our obligation to their sacrifice be discharged.

The Price We Paid

The cost of our double victory has been great to us as a nation; the price has been a quarter of a million of our sons killed in action and the greatest number of disabled veterans in our history, more than the number resulting from all our previous wars combined. It will cost our Government an estimated four billion dollars a year for 10 years for the rehabilitation of these men. Money has not been and should not be spared in the surgical, medical, retraining and re-educational phases of this program. The best that can be given is little enough.

To meet these costs of victory, Uncle Sam will not pass the hat. But every American worthy of his birthright will contribute to the success of the plan, by not giving, but loaning his money, through his investment in Victory Bonds. In addition to putting his money to the best possible use and paying off a debt every American owes to his brothers—soldiers, sailors and marines—who fought for him, he will be helping to hold our economy stable against postwar inflationary tendencies. He's helping to stabilize our nation and he's buying for himself a big slice of security.

Buy Security

Our Government will, at least during the reconversion period, attempt to control prices but Government cannot fully protect our dollar values without our full cooperation. In our own interests we must help hold prices in check, until through wider production they are controlled by competion. Through normal competition and more adequate supply of basic materials quantity and quality will increase and improve.

Until that time, we must curb our natural desires to go out and pay any price asked for the inferior goods that will appear on the market. The dollars we invest in bonds of the Victory Loan will increase in value during the price adjustment period giving us a greater purchasing power when they mature. We must save now that America's future will be one of expansion, not inflation.

Roosevelt Bond

There is a certain feature of the Victory Loan drive that we want to bring to your attention and that is the Roosevelt Memorial Bond which is being sold. It has a maturity value of $200.00 and may be purchased for $150.00. The bond carries an engraved portrait of the late President.

It is fitting that the Roosevelt Bond shall play a part in the Victory Loan drive, for no single person did so much or worked as hard for victory as did Franklin D. Roosevelt. No finer tribute can be expressed in memory of labor's staunchest friend, by American workers, than investment in the Roosevelt Memorial Bond.

President Roosevelt, our other leaders, our fighting forces and all our people fought and worked for a future free of fear—let's insure it now.

The Victory Loan drive which began October 29 and calls for a national subscription of 11 billion dollars, gives every one of us the opportunity of showing in the soundest way our appreciation for the job our veterans have done for us. They finished their jobs—let's finish ours.

What knowledge is of most worth? The uniform reply is: Science. This is the verdict on all counts. For direct self-preservation, or the maintenance of life and health, the all-important knowledge is—science. For that indirect self-preservation which we call gaining a livelihood, the knowledge of greatest value is—science. For the discharge of parental functions, the proper guidance is to be found only in science. For the interpretation of national life, past and present, without which the citizen cannot rightly regulate his conduct, the indispensable key is—science. Alike for the most perfect production and present enjoyment of art in all its forms, the needful preparation is still—science. And for purposes of discipline—intellectual, moral, religious—the most efficient is, once more science.

—*Herbert Spencer.*

Countries are well cultivated, not as they are fertile, but as they are free.

—*Montesquieu.*

He who allows oppression shares the crime.—*Darwin.*

Man is free at the moment he wishes to be.

—*Voltaire.*

Liberty has never come from the government. Liberty has always come from the subjects of it.—*Woodrow Wilson.*



SPECIAL VICTORY BOND COMMEMORATING PRESIDENT ROOSEVELT

All Business Men Are Not Reactionary

PAUL G. HOFFMAN, president of the Studebaker Corporation, South Bend, Ind., is chairman of the business men's committee called Committee for Economic Development. The goal of this committee is to "help stimulate private enterprise to plan realistically for business expansion and greater employment after the war." The committee quite honestly says that its goal is 45 per cent more business volume than they had in 1940 and the attainment of more jobs in 1946-47 than in 1940.

Committee for Economic Development continues to bring reason and sense to play on economic problems. Re-employment.

CED Plan

The Committee for Economic Development is organized under the board of trustees composed of 27 of the nation's leading business men. It has a strong research committee with Ralph Flanders as chairman. Its latest report is on the problem of changeover unemployment. The CED proposes to minimize changeover unemployment. It has a plan:

"To minimize transition unemployment previously prepared plans for reconversion and expansion must be put into effect promptly. Those business men whose plans are not yet ready should complete them at once. Business men should be moving rapidly, arranging for the procurement and delivery of necessary materials, building their working organizations, designing and testing new products or new models, raising necessary funds and completing arrangements for plant expansions. Even when plans are ready it takes time to construct new stores and factories, develop new sales organizations and markets. Bottlenecks and shortages will hamper progress in peace as in war, though experience gained during war will help avoid them. Everything possible, therefore, should be done now to ensure that the rate of expansion of productive enterprise is not limited by avoidable technical and organizational difficulties."

Recommendations

After setting up this goal the Committee for Economic Development makes specific recommendations. It wants demobilization speeded rapidly and intelligently. It wants the soldier to be sent home, and it wants civilian workers to be treated with justice.

The committee states that the business men have a definite role to play. It says:

"Business men can make a major contribution in speeding the transfer of soldiers and war workers to peacetime jobs by reconverting and expanding as rapidly as possible, thereby increasing the production and distribution of peacetime goods and services and creating productive jobs. Through proper timing they can do much to provide additional jobs during the early transition months and to lessen the fear of prolonged unemployment."



—Courtesy Veterans Administration

ONE OF THE BUILDINGS OF THE VETERANS HOSPITAL AT ALBUQUERQUE, NEW MEXICO

The committee seeks with creation of effective local machinery to cope with all kinds of veterans' requirements. The Committee for Economic Development has 2,900 local committees. The committee makes special suggestions:

1. A strengthened employment service—it believes "this activity should be retained by the Federal Government so long as the interstate movement of labor in the transition period constitutes an important element in the problem."

2. Improved unemployment compensation system—"to provide better production for the jobless during the transition, the scale and duration of unemployment compensation benefits provided by a considerable number of the states should be increased, coverage should be broadened, and undue restrictions on the payment of benefits removed."

3. Adequate reserve of needed public works projects—"It now appears probable that the postwar demand for construction, both public and private, will for a time strain the available resources of the construction industry. In this field the problem of early transition years may be one of channeling the available total of manpower, materials and equipment to urgently needed projects and restraining insistent bidding for limited resources and facilities which would tend to generate inflation. Federal, State, and local governments should expedite the preparation of an adequate reserve shelf of needed public works."

4. Transition programs for retraining and supplementary education—"Employers should expand and adapt in-plant training activities to assist the rapid readjustment of workers to peacetime jobs. Extension of this type of training is especially necessary in non-manufacturing lines, which will experience marked expansion."

5. Strengthen general assistance—"States are urged to re-examine their present public assistance programs without delay and, where these are not already adequate, to increase the scale of benefits, provide coverage for all needy persons, and remove residence and settlement requirements which will impede postwar labor mobility."

Summary

To summarize, action should be taken along three lines to assist servicemen and workers in transferring to peacetime jobs and to provide liberally for the transition unemployed:

First—Servicemen should be demobilized as rapidly as possible. Emphasis on speed must continue.

Second—The transfer process should be made as easy and as rapid as possible.

Business men should move promptly to put their reemployment plans into effect, timing their actions to provide maximum employment in the early months of peace. Communities which have not already done so should at once develop adequate local postwar plans and participate actively in state and national programs. Particular care must be taken by these groups and labor to see that veterans receive jobs promptly.

The public employment services should be keyed more closely to local needs and strengthened to provide an effective placement agency for both veterans and civilian workers.

Third—Provisions for the support of unemployed workers should include a lib-

(Continued on page 408)

THE UNIT AND THE UNIVERSE

By ROBERT A. SMITH, L. U. No. 3

How contemplation chills the ego's mien
As we recall how short on earth's our stay;
Amidst two billion, just one human being,
Like one lone star within the milky way.

So brief's the cycle of our useful prime
That lullabies seem preludes to the dirge;
An eye blink on the frigid face of time
And consciousness will then in darkness merge.

Does death end all? the sophists speculate.
Omitting faith, fallacious reasoning tells
There is no 'wakening to a future state;
But 'gainst such thought the inner mind rebels.

When man lived close to nature, wild, uncouth,
The elemental changes he did note,
And saw in them a glimmering of the truth,
In search, subconscious, through the years remote.

The red disc rising in the east afar,
After dark death, a future life, implied;
The night's destroyer, king of heaven, Ra,
Appeared at dawn after the eve he died.

The yearly cycle, with the glowing spring
Reclothed in flow'ry raiment, bright and gay,
Inspired the idea of the endless ring
And brought the essence of eternal day.

At last emerging from its silky roll,
The butterfly soared to a higher plane,
And brought forth Psyche, goddess of the soul,
And bred the hope man, too, would rise again.

There's nothing static in the world one sees
Or in the realm of the mind serene.
The earth and stars are changing by degrees
As our concepts of the force that rules unseen.

Uncanny is the character of thought,
Contacting races living leagues apart
Without the help of any device wrought.
New concepts in theosophy and art,
Like twins appeared, or stems on sprouting grain;
As though there is a universal heart
And separate minds were parts of one great brain.

Egypt's Osiris, lord of endless life,
Alike to Christ, this resurrected youth.
And Baldur, lord of light, where frost is rife,
Showed intellect was focused near the truth.

For many gods were unified at length
In ideas of an omnipresent One.
Outstanding heroes, by their faith and strength,
Turned demigods through deathless lives they'd won.

How could we gauge the astral planes; compute
The altitudes of suns, which dot the night,
'Til first was found a correlative root—
The awesome speed of space-consuming light.
And how realize the height of God, concealed;
The ocean of His love to truly sound,
Until the Christ, the Spirit Man, revealed
The magnitude of that great Power profound?

His miracles reflected the extent
Of that vast Will, whom nature could coerce,
For that lone person was omnipotent
And by that Unit spins the universe.
Who always was and shall forever be
The All in All, the Deathless Entity.

JOURNAL OF
ELECTRICAL WORKERS
OFFICIAL PUBLICATION INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
DEVOTED TO THE CAUSE OF ORGANIZED LABOR
REG. U.S. PAT. OFF.
Vol. XLIV Washington, D. C., December, 1945 No. 11

Keeping Contracts Before unions existed, before there was any industry, mankind lived in families and tribes. Even at that time the sancity of the word was a tenet of communal organization. The chief who kept his word and was loyal to his people was known as a good chief and the chief who broke his word was known as a bad chief. The sanctity of the word is the cement of human relations since the dawn of time.

Later men spoke of man's word being as good as his bond. A union agreement is a contract as binding as a man's word or a man's bond. A union agreement has taken on new significance in the last 20 years because it has been endowed with public interest. A union contract must be kept religiously if it is to be of any significance to collective bargaining.

During the present wave of strikes there have been a number of authentic instances where unions have deliberately and openly broken their contracts with the employer. This has been done for advantage but it cannot be condoned. It should be seen for what it is, a deliberate undermining of the union movement with all it stands for.

Employers have a right to complain against unions when they do not keep the letter and spirit of a contract. If the contract represents a monetary disadvantage it still should be kept. Nothing but chaos can be created by the breaking of contracts. A union forfeits the respect of the employer and of the public if it breaks the contract, and one such disruption of word and bond gives the union a black eye for a generation.

Labor's Place However the President's labor-management conference turns out, it remains an indication that labor has won a substantial place in our national life. After World War I, there was no such national conference. Occasionally far-seeing employers dealt fairly with the unions in isolated segments of industry, but a national conference on a national scale to discuss basic problems was not in the stars of 1921.

Labor is now mounted on an eminence quite distinct from that it has ever held before. This, of course, means greater responsibility. We don't mean to prate about responsibility of unions as many employers are doing, but with increased powers, with greatly increased numbers, and with legal recognition of union contracts, what labor does today has much more significance and greater effect upon the common good than at any other time in labor's history. Some unions recognize this fact; some don't.

When Employers Strike Employers are on strike in this country but we don't hear about it in the press. In one middle Western city a sizable radio manufacturing establishment employing 500 workers closed down immediately after V-J Day, expecting to go into production of peacetime radios in one month's time. They planned to have thousands of machines ready for Christmas trade but something happened. Parts manufacturers served notice on this radio company that they would not supply parts at the old wartime rate, but expected a 25 per cent hike in prices. The radio company was powerless to do anything about this strike of the parts manufacturers. They could not get into production without paying the extra freight and they refused to pay it. As a result, this radio manufacturing company will have no radio sets for the market for Christmas.

This story is being repeated all over the country. Yet the newspapers never report it and the public is led to believe that the strikes are being carried on merely by labor unions.

National Employment Service Labor has been instrumental in bringing to the attention of the public the need for a nationwide system of employment exchanges. This objective has been one of the American Federation of Labor for a generation. Labor has suffered generally at the hands of private exchange people and the United States has long lagged behind other nations in respect to setting up a national employment service.

The situation right now looks black because the state political machines through Congress are insisting that 52 state employment services be set up to replace the national service made necessary by the war. Whenever a depression comes or a war occurs, the United States takes over the employment service because it cannot operate efficiently any other way. If the Congress sends the national employment service back to the states, do not be dulled into thinking we will have a national employment service. We will have 52 state and territorial services. They will not operate efficiently because in a period like this, there is much passing of workers across state lines. During the war 7½ million workers migrated across state lines and these workers are now migrating back looking for jobs.

Politics are in the program for 52 state and territorial offices. This brings the employment services under the sway of employment compensation agencies of the states which have been notoriously reactionary as far as labor problems go.

Housing Nearly everyone who is interested in the recovery of business turns to housing as a great field of opportunity. Materials present the only bottleneck but these can be quickly supplied under sound conditions.

Richard Gray presented a program for revival to the industry advisory council of the U. S. Chamber of Commerce. Mr. Gray, who was formerly acting president of the Building Trades Department of the American Federation of Labor, told the chamber that there will be a need for adjustments in wage rates. Mr. Gray remarked, however, that these adjustments should be on a basis of facts and in a spirit of fair play. Labor and management have a common self-interest to hold cost of construction down. Mr. Gray also believes that there must be a thoroughgoing widespread apprenticeship system to replace older men who are leaving the industry by reason of age or choice.

What Is Fascism? Fascism is not a place or a country or a territory. Fascism is not a set of war-mad individuals. Fascism did not die with Mussolini and with Hitler. Fascism is principally a state of mind. There is fascism in every democratic country. It rises out of the lust for power of strong men, principally Bourbons, Tories and heads of powerful monopolies. It is significant that one of the first things that American soldiers did in Japan was to force Japan to break up its monopolies, but there are monopolies in this country that spend much money hiring high-power press agents, control newspapers, who spend their days forwarding the interest of the corporations at the expense of the people, the consumer and the nation. This is fascism. And the fact that it exists in a democratic country does not change its intolerable face.

Poison Gas of Propaganda The Electrical Workers Journal has a letter from a homeward-bound sergeant now waiting for embarkation some place in Holland. He finds a great deal of confusion at the point of embarkation and a great deal of tardiness in getting the boys home. He remarks that it is too bad because hundreds of thousands of men "will hold a lifetime resentment against the Army because of this delay."

Then the sergeant relays the unpleasant news that officers are undertaking to use the longshoremen's strike in New York as a cleverly contrived excuse for the delay. The sergeant said "We can stall around for a month and the strike is only four days old, but a captain said, 'Well, men, we can't expect to ship very soon, not until those blankety-blank strikers in the United States release us our boats'."

Our informant continues: "It is not uncommon to see an officer approach a group of men (who are loafing, which is all we have to do) and begin a casual conversation about shipments and then say, 'those labor men in the U. S. are holding us here.' The theme is all so closely tied in from camp to camp that it seems that they have been prompted."

Lawyers Wait Lawyers in Congress are waiting for the outcome of the President's labor-management conference. Many of these realistic congressmen already have new bills ready to slap on the operations of labor unions. The May Bill is a case in point. This bill is just a little worse than the Smith-Connally bill which it repeals. These legislative legalists rise on their feet every day and prate about free enterprise, but to them free enterprise means freedom of the employer to do as he pleases, with serious restrictions placed on unions. Of course this is a ridiculous position to take because freedom is either freedom for every individual of every class, or it is not freedom at all. These Bourbon lawmakers never get around to seeing this point. They are henchmen of powerful business interests, and they do their bidding irrespective of the results upon the traditional principles of American life.

Wage Situation The national labor-management conference on collective bargaining represents pretty much an effort on the part of labor to establish itself in the field of management, and it represents also resistance of reactionary employers against this drive. The employers—not all of them—want to interpret collective bargaining in their own legalistic terms. They will give workers organization and then they will fight workers within the framework of the industry where the workers are, holding them back from participating to the full in their employee rights. Instead of viewing the union in a friendly, social and constructive way with the view that the union can make a real contribution to managerial techniques and to production, the union is viewed as an enemy within the gates that must be kept down at all costs. These backward employers are merely following the old techniques of a generation ago in an effort to make unionism a constant friction and menace. Where employers take an enlightened view, they build the union into the managerial field with joint committees on production, apprenticeship training, planning and other activities if the union is to make a definite contribution to the whole production project.

In the sense that this great question of labor status under legalistic collective bargaining has to be got out of the way before the wage question can be settled sensibly, the labor-management conference has acted properly in relegating wages to a secondary position. However, the wage question is the first vital question on the agenda after this major question has been settled. Wages must be regarded as the dynamics of the economic system and labor is for justified raises in that such raises can aid production and distribution of goods.



WOMAN'S WORK

MERRY CHRISTMAS, EVERYONE!

By A WORKER'S WIFE

MERRY CHRISTMAS, everyone!" Give the old familiar greeting this year with a warm and friendly feeling that will last all the year through. We celebrate Christmas this year in a nation that has won a hard-fought victory and is once again at peace. Our Christmas joy is not clouded by the fear that somewhere, someone dear to us is facing death on a forsaken atoll in the Pacific or on the blood-soaked streets of some devastated city of Europe. But we remember with sadness that there are many for whom Christmas will never come again, and to their relatives and friends, Christmas will never come again in quite the same way and our sympathies go out to them.

We are a nation at peace. But are we? Dissatisfaction and distrust and fear and insecurity are running rampant with the emotions of our people. We have won the war but we have not won the peace. However, we have not lost it either—as yet. But it is going to take a great deal of faith and prayer and cooperation and unselfish, determined thinking and planning not only by our President and our elected Congressmen who act for us, but by us, as individuals, if this peace is not to be lost.

Make It Last

Start this Christmas to do your part to win the peace and keep it up all year through. A little child once said to his mother, "Mama, wouldn't it be wonderful if people were kind all the time like they are at Christmas time?" *Wouldn't it be wonderful!* People are kind and friendly at Christmas. They smile at friend and stranger alike and bid them a gay greeting. They do generous and charitable things and they forget race and color and creed. They say "Peace on earth, good will to men," and mean it. But come the day after New Years—the kindliness, the friendliness, the goodwill, are thrown out with the shriveled Christmas trees and they go on as before—hating, distrusting, selfish.

Let's make it different this year, women who read this page. As individuals let's make our homes pleasanter places to live in. Let's make Christmas at our house last all year through. Our husbands and children will follow suit—we as homemakers have just to set the pace. If you do your part and I do mine, others will imitate us. If enough of us want to win that peace and want it bad enough to fight for it, *it will be won.* It has to start in individual hearts and homes and slowly spread. Start it in your heart and home today.

Christmas Is for Little Ones

Now for some things to do this Christmas. Once again this year we stress a happy Christmas for the children. Christmas means so much to them and they must not be disappointed. Let them help you get ready. It will make the long days of waiting go by pleasantly for them.

Here is an idea for keeping your smallest children occupied during your busy days of preparation.

Paste several layers of paper together (brown wrapping paper is best but newspaper will do). Cut out a tree, as large as possible. Paint it green with poster paint and thumb tack to the wall. Let the children cut out paper balls, canes, toys, stars, chains,



Snowman for your party table

etc., and color them with paints or crayons and pin them on the paper tree. They will love doing this and it will keep them amused while you are busy with your Christmas cleaning, cooking and gift wrapping.

Your older children will enjoy making gifts. Your little girls might like to make sewing kits for some of the lady members of your family. Cut two pieces of heavy material, 5 inches by 3 inches. Cut from flannel or some other soft material, two pieces slightly smaller. Notch the edges. Sew the flannel inside the heavy material by overcasting the four pieces of material along the narrow top. Decorate with embroidery or a yarn design. Arrange needles, pins and safety pins around a needle and pin to the flannel. An assortment of small buttons and snaps may be tacked in with a stitch or two.

Your girls may also like to make small makeup cases to go inside a purse. Vanity and cigarette case covers with initials embroidered or appliqued on would be easy, useful presents to make.

For the Boys

Perhaps Dad will help your boys to make some gifts for the family from wood. Doll furniture would be very acceptable to young sisters. A wooden plaque to hang on the wall with a notebook glued on for kitchen memoranda would make a handy gift and enterprising young men might turn out attractive bookends, cigarette boxes, tiny whatnot shelves, makeup and stocking boxes and other useful items.

It is good for children to learn to make things. It develops their creative and artistic instincts and often gives them hobbies which will serve them in good stead as they grow older.

Keep this in mind in selecting their Christmas gifts and have at least one creative toy—paint set, modeling clay, sewing box, construction set, toy microscope, chemistry set, weaving loom, garden set or the like for each child.

If you do not have a creche for Christmas in your home, why not make one this year? You can fashion a cave from heavy paper crumpled up and painted in shades of green and brown and gray with poster paint, or you can fashion a stable from bits of wood, and thatch the roof with straw. The figures of Madonna and Child, St. Joseph, the animals, shepherds, etc., can be purchased at any 10-cent store and you will have a home decoration that children will love and one which brings home the real meaning of Christmas. On Christmas eve, you can gather your family around the creche and read the story of the first Christmas.

Party Time

Now about parties. Christmas time is the time for open house and enjoying all your friends.

Your teen-agers would love an after-skating party. They could plan to go skating (roller or ice) immediately after dinner one evening during the holidays, and return to find a buffet table ready for them.

A clever centerpiece for their party is a popcorn snowman. Use a large ball of popcorn for the lower part of the body, a medium-sized ball for a trunk and a smaller ball for a head. Small balls can be used for arms. Stick the balls together with a little candy syrup. A face and buttons can be fashioned of raisins and a bit of candied fruit or gumdrops. Make a hat of paper and a pipe of a raisin on a tooth pick. Arrange holly around the base of the snowman. Wrap tall white candles spirally wtih narrow red ribbon to give a peppermint stick appearance and use four to flank the snowman.

Refreshments should be simple and

(Continued on page 406)

CORRESPONDENCE



L. U. NO. 1, ST. LOUIS, MO. *Editor:* We are happy to report progress in the fixture business, not only in St. Louis, but elsewhere as well. Our hat is off to members of Local No. 116 for their fair-minded handling of this important matter, to wit, they will not handle any fixtures not made and wired 100 per cent union.

The Electrical Workers' Local No. 1 Bowling League is enjoying another banner year, the contractors pay and the members play. Good deal!

It does our hearts good to see so many of our fine young men returning from the service and we are doing everything in our power to see to it that they are being taken care of, but it grieves us and our hearts go out to the parents of the glorious ones who gave their young lives for us. Brothers, please find time to say just a little prayer for them.

Saturday, October 27, we elected 14 Beneficial members and one "B" charter member to attend our International Convention when and wherever it is held. The sad part about this whole matter is the lack of interest shown by the members—only 684 out of a membership of over 2,000 were present.

We and the Steamfitters' are the only trades in St. Louis who demand double time for all overtime; it sems a pity that unions cannot and do not support each other.

I take this opportunity of wishing all my good friends around the country the best health, especially Cliff Sislar, No. 3; Arnold Valenti, No. 3; also Eddie Jackson, No. 3—would like to hear from you birds more often, and if John Black, of No. 1, is still kicking, please kick to me once in a while. Happy to report Lonnie Day, of No. 309, was in to see us last week; he looks fine.

LEE KILLIAN, *P. S.*

L. U. NO. 3, NEW YORK CITY, N. Y. *Editor:* We would like to wait until President Truman has made his anxiously awaited speech on wages and prices, Tuesday, October 30, 1945, before writing this letter, but we fear if we did the letter would not make the deadline so we will do our best without it. We sincerely hope that the President has a proposition that, at least, will partly solve the important question of wages and prices so that the nation can begin to get back on a peacetime footing.

You are all aware of the way in which most newspapers and other publications are emphasizing the strikes that have been and are taking place since V-J Day. Little mention is made of the strike of Congress against acting on legislation designed to facilitate the transition from a war to a peacetime footing. Among the bills for which the President asked speedy action, full employment, emergency employment compensation, increase in the minimum wage, ration and price control and others, in his message to this Congress when it convened in September, not one has been passed. Every one of them has met with the toughest kind of opposition. It has been reported, over the radio, that the President called the leaders of Congress to a conference at which he demanded he not only wanted action, particularly on the Full Employment and Emergency Unemployment Compensation Bills, but also wanted them restored to their original intent. We sincerely hope he, the President, has a big club of some kind that he can use on the stubborn ones or, being from Missouri, he might build a fire under them as it is said they do with balky Missouri mules.

We feel certain that the reluctance, to call it a polite name, of Congress in passing this important legislation is back of the refusal of various large corporations to bargain collectively with their employees.

We have as an example of the general corporation attitude the action of General Motors in asking their employees to join with General Motors in having the maximum-hours clause of the Wage and Hour Law changed from 40 to 45 and generously offers a 6 per cent wage increase instead of the 30 per cent asked for. You may not be working for a big corporation and therefore feel that this does not concern you, but if they get away with this or only a part of it, how long do you think it will be before your employer proposes something like that for you? We know that any change in maximum hours of work must be to reduce them if we really expect to have jobs for all.

Local Union No. 3 goes back to the six-hour day on November 1, but because many of the other trades are working a seven-hour day, will work seven hours, the seventh hour to be paid for at time and one half. This is being done with the object of getting all trades working uniform hours and eventually having them all on the six-hour day with approximately the same pay that they now get for seven or eight hours. It is our suggestion that all locals endeavor to make some such progressive agreements and in that way show the exploiting corporations that they can't get away with it.

As usual space does not permit saying all that we would like to but we have held out enough to extend our best wishes for a happy Christmas to all our International and local officers and members. In our happiness let us not forget a prayer for those who made the supreme sacrifice to make this a better world to live in.

FREDERICK V. EICH, *P. S.*

L. U. NO. 7, SPRINGFIELD, MASS. *Editor:* A union man looks for the union label on his purchases. Now we intend to look for it on the material we use in our work. All wiring material is available with the I. B. E. W. label and in the near future it will be compulsory for our Brothers to demand the label on everything given them to install. This was discussed at the October meeting and all were in favor. Nothing was said about a shorter work week, but I hope the Brothers are considering it. After the reconversion slump there will be a boom for three or four years. Let us make the most of it while it lasts and when the inevitable depression comes our working rules will be such that all the Brothers will get a chance at the available work.

"With liberty and justice for all." We all know where that comes from and we have all repeated it many times. And most of us disregard it all the time. It would seem that most people mentally add a few words to the pledge. They make it, "With liberty and justice for all white Protestants, especially if they are from England."

In 1923, Mussolini said, "To secure peace you must be strong."

In 1945 U. S. big shots say, "To secure peace you must be strong."

And I say, "A Merry Christmas to you all, and a Happy New Year."

I. S. GORDON, *P. S.*

L. U. NO. 28, BALTIMORE, MD. *Editor:* I regret to announce the death of Henry Daum, a profound unionist. He was known as a good fellow among his coworkers.

Every meeting night we learn of more and more of our men returning to work after being discharged from the armed forces. We will do our utmost to help them rehabilitate themselves.

All during the war we were able to carry on our apprenticeship training and this fall's enrollment consists of two classes.

The bowling committee extends an invitation to all our members to join the bowling teams. We would like to increase the present four-team league. I am told that many a job is constructed during the bowling match. Some of the boys say this is your opportunity for another night out; so make Thursday night a date.

There has been a sensational increase in the membership of the I. B. E. W., throughout the country. From all indications we are going to face a problem, trying to maintain employment and a substantial wage increase. This will require the full support of all the members.

Do not forget to buy Victory Bonds and subscribe to the Community War Fund. They need your support.

KENNETH W. DAVIS, *P. S.*

L. U. NO. 58, DETROIT, MICH. *Editor:* It had been my intention to write a letter for December issue on the subject of: "Our Mutual Friend, the Contractor," especially since our local has officially notified the Detroit Chapter of the N. E. C. A. that, beginning January 1, when the present agreement expires, we wish to inaugurate a brand new set of mutual understandings which, we hope, will provide the vehicle for a happy and prosperous new year for all of us. However, due mainly to the fact that the last week in October has been for your correspondent a period of family bereavement, and the deadline date was November 1, I find myself with little inclination to discuss so important and comprehensive a matter.

The joining of the new agreement, you may be assured, will be in capable and painstaking hands; and since its execution will, of necessity, take place before the new year begins, it behooves all good members to attend the few remaining meetings and declare their opinions, good and bad, so that the committee will be guided and encouraged to bring about a contract which will be universally acceptable.

The fifty-sixth annual convention of the Michigan Federation of Labor convenes in Detroit on December 3, and a large backlog of business has been created by wartime postponements. Here, again, opportunity comes to all of us to keep in touch with our delegates, to attend evening forums, and if nothing else, to acquaint ourselves with convention procedures and state legislative proposals. Your delegation will appreciate your personal interest.

December will be the glad month. Unfortunately, it comes but once a year, but the fact that come it does, with its holiday spirit and generous attitudes, keeps burning that small flicker of hope that some day, somehow, ways and means will be found by human beings the whole world over to live and let live, to share and know the joy of sharing, to build into each nation's economy the spirit of Christmas to the end that peace and contentment shall come in more just measure to those who toil.

To all our boys in the service, to the JOURNAL staff, to I. O., and to all our friends wherever they may be, on behalf of the officers and members of Local No. B-58, I send greetings and sincerest wishes for a Merry Christmas and a Happy New Year.

LEONARD SMITH, *P. S.*

L. U. NO. 68, DENVER, COLO.

Editor: The fighting phase of the war is over. We now turn our attention to peacetime with its many and diversified problems. Some of these problems are old and well known to us, but after each war they take on different forms. New ones spring up of which we had heard little or have dealt with before. The question of mass production, a product of the last war, now takes on greater proportions; the breaking down of skills into single and simple operations, the millions of people who now have a small and not too useful knowledge of segments of trades, the housewife who worked in the war plant and would like to continue at this work—these are some of the problems. The uses of new materials and prefabricated products bring problems. Forecasts disclose that there will be a substantial building program in most communities. They also show there will be unemployment in varying degrees in these same communities. So the hours of labor and the rates of pay remain a problem. Will there be a need for additional skilled people to meet the demands, or are there sufficient workers to supply the demand for present and future volume of construction?

After each war experience, it is important that we take an inventory of our union activity and prepare to do a little better and more detailed job of program planning. Each local union has this responsibility.

Just what do we mean by planning the work of a local union? In the first place, if we are to plan, we should clearly establish our objectives. Are these some of the objectives? To bring into the union all qualified persons working at the many branches of the electrical trade; to establish bargaining agreements with all qualified electrical employers; to assemble reliable information on construction trends; to arrive at methods that will indicate the number of workmen required to meet employment demands; to establish a plan to meet these demands through apprenticeship; to establish plans to make available trade extension courses for journeymen and local union officials; to establish and maintain public relations; to cooperate and work with other trade union organizations in over-all planning; to plan with state, civic and other groups to meet the over-all employment problem.

If these are some of our objectives, how will we accomplish them?

With the permission of the editor, from time to time I will attempt to pass on to you my thinking on how these objectives can be accomplished.

CLIFF NOXON, *P. S.*

L. U. NO. 70, WASHINGTON, D. C.

Editor: Last year's Christmas tree in the 3rd General Hospital, Marseille, France, will stand out long in the memory of ex-Pfc. Norman Nates Pemberton. It was a little tree, but the best the Army nurses could do. The decorations consisted of strips of gaily-dyed bandage, bits of absorbent cotton for snow, and ornaments ingeniously made from colored penicillin bottles. One big doc played the part of Santa Claus and distributed Red Cross packages to the wounded. It brought home a bit closer to those guys so far away from home that Christmas Day.

Before he joined the Army, Norman was in the overhead department of Pepco. He served under General Patch, and saw action with the 5th Army in Italy and with the 3rd Division, 7th Regiment, Infantry (7th Army) in France. In constant action from August, 1944, a machine gun bullet through the left arm at St. Die, France, while he was manning a machine gun, put Norman out of action and in the hospital. After hospitalization he was sent to a rest camp at Grenoble in the Swiss Alps. Discharged from Nicholas General Hospital, Louisville, Kentucky, after two and one-half years, Norman has for mementos the priceless unit citation with three stars, the Purple Heart, the Good Conduct Medal, combat badge, and paratrooper badge. Asked to comment further, Norman said, "Would like to see France in peacetime someday, but I'm glad to be home."

J. A. "Red" Kidd's combined birthday and 13th wedding anniversary were celebrated with a dinner-dance at the Silver Hill Club, Silver Hill, Maryland. Among the guests attending were Brothers Hoight O. McKenzie, Treasurer W. C. Anderson and Frank Cooper. "Reds" and his wife made a nice couple dancing midst a nice crowd and nice music. A nice time was had by all. Incidentally, Brother Cooper swings a mean leg in them Paul Joneses.

* * *

For the protection of life and equipment, it is desirable that the neutral conductor of the secondary distributing mains be grounded as often as possible to insure a dependable ground in case of failure of transformer windings or a cross between primary and secondary wires.

* * *

It has been voted that members in the services get three months' paid-up dues upon return. Thanks for the idea, Brother Burke.

J. B. Haggerty, once Pepco lineman and now ex-chief petty officer of the Seabees, is with us once more. J. B. entered the service December 19, 1942, and was discharged September 27, 1945. He did his bit in the South Pacific, and we're glad he's back.

Attention, Kenneth W. Davis, P. S., L. U. No. B-28, Baltimore, Maryland! When you write to "Porky" MacMillian, back in St. Paul, you can tell him that "Reds" Flinchem is with us around these here parts, and doing all right for himself. Incidentally, say hello to Eugene G. Smith for me and tell him I'll have that portrait finished someday. And say hello to Jack Richards, that adopted son-of-old-Baltimore!

Jack Early has been around the hall lately sharing his views with the boys who keep the ball rollin'.

If I had the pleasant personality of that Vice President Moody Saunders, I'd have myself a million bucks, easy! How does yo' do it, boy?

We've been trying to get hard-plugging Bill Bollier to step out for the good of the union, but every affair designated for Bill to attend seems to fizzle out. Better luck sometime, Bill.

Kermit L. Ehly, recording secretary, got hot about a motion one night and his eyes and things started poppin'. (Yes, the motion was carried.)

Welcome back, Francis Burke. We missed you and your very constructive arguments. Stick around. We need fellows like you, and you guys, you, and you, and you, why not drop me a bit of news on the back of an old envelope, scratch sheet, or on any decent piece of paper and let your press secretary know what else is going on around here and there.

The best of everything for you and yours this peaceful season, fella, and a very Merry Christmas!

STAN STANTON, *P. S.*

READ

"We're counting on you, Mr. President," by L. U. No. 3.
History of labor in America, by L. U. No. 79.
Planning for the future, by L. U. No. 102.
L. U. No. 226 speaks for a public service.
L. U. No. 558 promotes a plan for fair employment for its members.
Our relations with Russia, by L. U. No. 611.
L. U. No. 1414 has an important dinner.
The year closes with slap-bang discussion of important issues by our correspondents.

L. U. NO. 79, SYRACUSE, N. Y.

Editor: In a short history of American Labor it is my hope that my Brothers will understand the difficult time our forefathers and Brothers had in organizing labor that we might profit by their efforts.

Since the beginning of American history our forefathers fought for freedom from want, and for bettering their conditions.

Back in 1750 to 1774 ambitious, but poor people, chiefly from England but also from Ireland, Scotland, Wales and Germany, sold themselves and their families into slavery in order to obtain passage to America.

They were known as "indentured servants" and their term was from 5 to 10 years. From there on their future was in their own hands as individuals, to get along as best they could.

They were brought to New York, New Jersey, Pennsylvania and the Carolinas.

School children of all ages can recite the history leading to the Revolutionary War.

Many landowners and merchants were divided as to whether it was best to remain under English rule or not. Workers and mechanics backed the revolution 100 per cent, demanding "life, liberty and the pursuit of happiness."

They fought and died for these principles and kept on fighting, because in 1786 the first strike in America took place in Philadelphia by the printers for six dollars per week and was won. Carpenters five years later, fought for a 12-hour day and lost. In 1827, 15 trades joined in forming the "Mechanics Union and Trades Association," the first of its kind in the world.

They fought for a 10-hour day, the right to vote without being required to own a certain amount of property, abolition of imprisonment for debt, and free public schools.

Education was the main objective of Labor as learning in those days was only for those who could afford it. There were pauper schools, but learning was suppressed and these schools were taught by arrogant teachers with no liking for the job.

The Civil War of 1861 not only freed colored people, but changed the conditions of the wage earner.

In this war as in the Revolutionary War, the worker was predominate. After the war, the introduction of machinery and increase in foreign immigration combined to produce a new set of labor conditions assuming a new prominence.

In the South the problem was solved, at least temporarily, by the need for cotton. In 1864 an act was passed by Congress to encourage immigration and was abused by the contracting of foreign labor in foreign countries—their wages pledged in advance to pay their transportation.

The act was repealed in 1868. States of New York, Massachusetts and California passed laws regulating immigration but the laws were declared unconstitutional in 1876.

Prior to 1880 labor was left to its own efforts and had little labor legislation to help it.

This was the chief reason for labor organization.

During the later years of the Civil War several of the strongest national unions were formed.

The organization of labor was occasioned by the rise in the cost of living, following the issue of greenbacks.

When the Civil War broke out there was practically no organized labor. Four national unions had a nominal existence, but the panic of 1857 nearly eliminated the local unions. The failure of wages to rise with prices, however, led to organizing on a larger scale.

In 1863 the Locomotive Engineers, followed by the Cigar Makers, Railroad Conductors, Iron and Steel Workers and Granite Cutters, organized their respective unions.

In 1869 the unions became strong enough to obtain passage of an eight-hour day for Federal workers. The first attempt at organizing all labor, regardless of trade or occupation, was made in 1866 by the "National Labor Union."

This union was wrecked on the rocks of politics in 1872 and was supplanted by the Knights of Labor. The "Knights of Labor" organized with the object to bring into the organization all productive industry and to secure for the worker the full employment of wealth they create, and sufficient leisure in which to develop intellectual, moral and social cultures. They demanded, among other things, the referendum and establishment of a Bureau of Labor Statistics, abrogation of unequal laws, a weekly payday, a mechanics' lien law, arbitration for strikes, prohibition of employment for children under 14 years of age and an eight-hour day.

The "Knights of Labor" entered into a series of strikes and later it lost its power and its place was taken by your "American Federation of Labor" in the year 1881 with a membership of 262,000. Where the "Knights of Labor" was highly centralized and composed of district assemblies with little local autonomy, the Federation of Labor was a confederation of trade and labor unions, each trade being organized separately and the unions being represented in a national body. Great care was taken not to interfere with local autonomy.

The American Federation of Labor has grown steadily in influence and is a progressive though conservative organization, avoiding political or other entanglements.

During the long continued depression following the panic of 1893 wages declined and there was considerable unemployment and distress among the working people but the unions held together and 1898 saw the beginning of a period of prosperity, and unemployment was reduced to a minimum.

It has been recognized that labor is not a commodity to be bought and sold on the market, but a bargain which involves not only wages, but also conditions of work, hours, efficiency, safety and the possibilities of fatigue, accident and health.

With labor's insistence the state asserts the right to legislate regarding them.

The war with Spain occurred in 1898 and was followed by war in the Philippines the next year. Labor was again called upon to do its share in the fight for freedom.

The organization of employers for the purpose of treating with labor is not a new phenomenon, but the last half century has seen vast expansion in employers' associations. The first of its kind was formed in 1886 as the "Stove Founders National Defense Association." This was followed by other organizations in metal work, lake transportation, machine construction, publishing and printing, marble cutting, and ready-made clothes.

In 1895 the National Association of Manufacturers was organized and in 1903 a distinctly anti-labor organization was formed known as the Citizens Industrial Association of America. This organization, whose bitter utterances and fights against organized labor caused such bitter strife, was ended only when the public caught in the middle insisted on maintaining peace more than strikes and lockouts.

Increased immigration to this country caused many laws to be passed by Congress until World War I. Labor again furnished not only most of the soldiers from its ranks but turned out with all speed and precision all the necessary implements of war for themselves and allies. The government freely recognized the principles of collective bargaining and established the National War Labor Board as an agency to settle disputes.

After the war increased immigration again became the problem and finally in 1921 laws were passed limiting the number of immigrants to 3 per cent of the number of persons of that nationality then residing in the United States and restricting the total number to about 355,000 aliens during the next year.

Most of us can remember the boom times of the Coolidge administration with spiralling prices and stock market orgies resulting in the one big crash that put all of us on the rocks and some of us in the bread lines. This was a depression that far exceeded the panic of 1893, and which kept us looking around the corner for over 10 years looking for prosperity. President Roosevelt, from the time he took office, was the friend of labor. He put through more legislation to help the workers than any other preceding president. We all know the alphabetic bureaus such as NIRA which was the basic act of recovery and reconstruction. FERA was set up to relieve the suffering and hardship of unemployment. WPA employed over three million persons, out of jobs, on public works. NLRB was set up primarily to investigate issues, facts, practices, and activities of employers and employees in labor controversies and to see that employees have the right to self organization, to join or assist labor organizations to bargain collectively.

There were many agencies plus legislation to help labor. It would be a gross insult to your intelligence for me to write more on this Administration.

I have shown the vast problems of labor and, believe me, organized labor has been the instigator of every improvement since the Civil War. The American Federation of Labor with which the I. B. E. W. is affiliated, is a progressive though conservative organization. Born of working men for the benefit of working men, without political or other entanglements.

The I. B. E. W., which is a part of this organization, believes in the negotiated contract, in compliance with it, and demands that the employer do likewise. The I. B. E. W. believes in arbitration and will use the stike only when all efforts at agreement have been exhausted. Every member of every local in the I. B. E. W. must put his shoulder to the wheel if we are to progress.

FRED KING, *P. S.*

L. U. NO. 80, NORFOLK, VA.

Editor: Press time again and high time for a closer adherence to the higher ideals for a more successful organization.

This can be realized only by educating our members to the standards set by present-day practices. For example, an apprentice of three years' experience was recently sent on a job to help make an installation. He was assigned to drilling holes for anchor bolts in a masonry wall for pipe supports. Given the necessary layout, tools and material, here is the result: the apprentice drilled the holes, removed the lead from the bolts and tamped the lead in the holes. How can we, as an organization, expect to survive competition by furnishing men of this type to our union contractors?

Attendance at a trade school must be demanded of our apprentices.

I regret to report that Brother D. O. Freeman, of Local No. 435, Battle Creek, Michigan, who has worked in this jurisdiction for some time, is seriously ill.

All we can do now is hope for the best for our new agreement.

That's enough from the "Lap-over" (where Virginia laps over into Carolina).

E. A. (MACK) MCCULLOUGH, *P. S.*

L. U. NO. 102, PATERSON, N. J.

Editor: Planning for the future is becoming increasingly popular. In the September issue of the JOURNAL was an article entitled "Local Joint Planning Committees Urged." It starts off "An intensive effort to secure the setting up of local joint labor-management planning committees in key cities and towns of the United States was launched in Milwaukee. . . .

"The expectation is to integrate the industry around the idea of planned economy, full employment and thus to forward planning techniques throughout the United States."

In the *New York Times* magazine section of Sunday, October 28, appears an article entitled "How a City Mobilized for Peace as for War—the story of Bridgeport, Connecticut, and its plan for tackling the problems of reconversion."

In November *Reader's Digest* is an article entitled "We Can Avert Industrial Civil War," by William Hard. In No. 4, of four principles to be followed he states, "there shall be an 'economic system for the nation which will protect the individual against the hazards of unemployment.' This would mean that certain managements would desist from looking at all new unemployment-compensation plans and full-employment plans with instant hostility."

In Paterson we have a Citizens Full Employment Committee, composed of A. F. of L. unions, C. I. O. unions, independent unions, Independent Citizens League, and a number of civic organizations. We hope to include the veteran organizations and others. As our first activity we are holding a mass meeting in the Paterson High School, Monday, October 29, at which Congressman George Outland, of California, will be the principal speaker. It is time for me to leave for that meeting now. So, so long!

PETER HOEDEMAKER, *P. S.*



Members' Leather Pocket Holder

a durable, handsome folder to contain Official Receipts brown or black

35 cents

L. U. NO. 103, BOSTON, MASS.

Editor: We are enclosing what in our opinion is the greatest labor address ever made in the City of Boston.

We would like to have you use it in the JOURNAL because of its great value, as the Local 103, Boston, contribution for December.

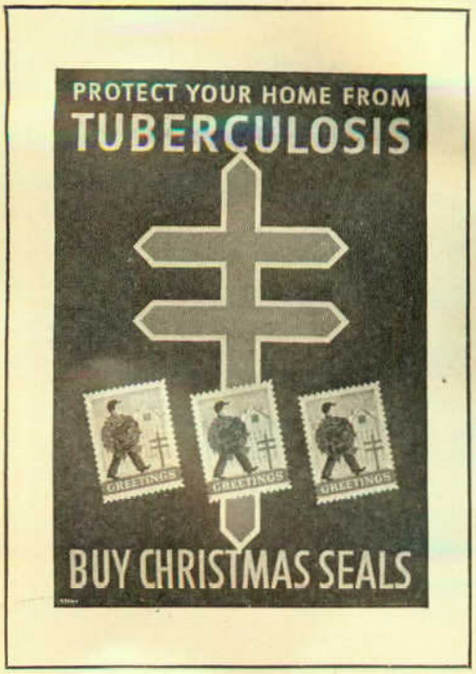
SERMON PREACHED BY MOST REVEREND RICHARD J. CUSHING, D.D.

Speaking many centuries ago before the Roman Senate, Cicero, the greatest of ancient Latin orators, expressed in a single sentence the pagan philosophy of manual work. "There can be no dignity," he said, "in the workshop."

This pagan teaching was denied by the Son of God Himself. He dignified labor by identifying Himself with it. Faithful to His word and example, the Catholic Church condemned the slave status of workingmen in the ancient empire of Rome. In modern times she has pleaded the cause of the wage slaves chained to modern machines or crushed beneath an inhuman system of work.

Great progress has been made since the days when the laborer was nobody. In many quarters, however, he is still 'just a workingman." "If he were any good, he would improve himself." He is not considered an important member of society (except in bulk around election day). This attitude towards the laborer fails to recognize that living would be impossible if everyone was a genius, a professional man, a businessman, a doctor, lawyer, teacher, poet, priest or banker. If it is to survive as a livable place, the world also needs street cleaners, ditch diggers, farmers, mechanics, truck drivers, garbage collectors, trainmen and blacksmiths, just as much as it needs men of genius. The great and little have need of one another. Capital and labor implement one another.

It is not a question of what we do in life that gives us dignity; it is a question of how we live, how we use the talents that God gave us. To some He has given intellectual ability, to some an artistic sense, to some nimble minds and executive ability, to others bodily strength, brawn unadorned with finesse of any kind. But in every case there is the obligation to share that talent with our fellow men. If we fulfill that obligation, we are worthy of respect and dignity. Hence it is just as honorable and noble to develop a talent for manual labor as to de-



velop a talent for teaching. Saint Joseph became one of God's noblemen at a carpenter's bench, and Saint Thomas Aquinas became a great saint at the blackboard. Matt Talbot, the saint in overalls, was a longshoreman. Robert Bellarmine, saint among intellectuals, was a Cardinal. Saint Francis de Sales was a gentleman and a priest. Saint Benedict Joseph Labre was a hobo.

Who can say whether the doctor or the street cleaner makes the more essential contribution to human living? We need doctors and we bless them for their healing power and their generous use of it; but, if we lacked competent efficient, conscientious street cleaners, our medical schools could not turn out doctors enough to care for the health of people. Each, in his own way, doctor and street cleaner, makes a necessary, worthwhile contribution to human living, and for doing so is worthy of respect, reverence and recompense. This is true of every human being who uses his God-given talents for his own good, for the service of God and the service of his fellow man.

These beautiful Christ-like ideals are not always accepted. Labor in many quarters is considered a commodity to be bought and sold like a bag of cement, and the labor has neither power nor dignity. Therefore the necessity of organizing into unions for the recognition and protection of the rights of labor. Today the Federal law recognizes the moral right of workingmen, whether they work with their hands or with their minds, to organize freely for purposes of collective bargaining with their employers. This is an important step toward a good economic order based on social justice. The great production record of our war industries, most of which were highly unionized, together with the relatively small amount of time lost through strikes since the tragedy of Pearl Harbor, shows that the free association of workers in unions conduces to the well-being of the working class. And, it must be remembered, without a working class decently fed and housed and clothed, and without harmony and efficiency in industry, no modern nation can hope to be strong, happy and prosperous.

The unions, however, must keep their own house in order. It is their greatest protection against the enemies of organized labor. Irresponsibility, racketeering or any other evil can ruin a family of workers. They are the rare exceptions but, wherever they are found, they are seized as grounds for attack by the enemies of labor. When they occur, they are generally the result of apathy on the part of the members. In such a union there are too many dues-paying members who are not interested, who never attend a meeting and have little loyalty to the organization. As a result a few individuals can secure control of a union and manipulate it to their own selfish advantage. Then the vicious abuses are born that become a cause of shame to the workers and of delight to their enemies. It would seem, therefore, that the greatest threat to the unions in the postwar world is the weakness within the unions themselves—the absence of an interested, alert, loyal, militant rank and file. Every real friend of labor knows full well that its strength lies in its organization. The organization of every individual union will be as strong as the unity that binds its members under a capable, honest, vigorous, forward-looking leadership.

You all carry a union card. Respect it. Cherish it. Let it be a pledge of your constant solicitude for the welfare of your Brother workers. Let it be a perpetual reminder of your obligation to work shoulder to shoulder with your fellows to build a union which will embody the highest ideals of fraternal cooperation and which will win the respect of employers and public alike. That is the type of union the nation needs today, as we begin to build a new and better world, under Almighty God, on the ruins, sufferings and tragedies of the late war. This is the type of union to prepare the way for a contract of partnership between capital and labor, wherein wage earners are made sharers of some sort in the ownership or management or profits. While the majority of workers remain mere wage earners, the full possibilities of increased production or the full realization of harmony between employer and employed will not be possible. Collective bargaining is not enough. Some kind of partnership on a limited basis is necessary if labor may have the opportunity of doing its share to end war and unemployment, to keep the standards of living high and to destroy the destructive "isms" gnawing against the foundations of the internal life of the nation.

Your presence here this morning, my dear city employees, is a proof of your high ideals. It is an evidence of the clear thinking and noble standards in your unions. It is a tribute to your faith and a magnificent sign that labor on the peak of its power has not forgotten the Carpenter's Son of Nazareth who, by word and deed, clearly disproved the old pagan belief that "there can be no dignity in the workshop."

HENRY J. HURFORD, *P. S.*

L. U. NO. 136, BIRMINGHAM, ALA.

Editor: There was a large crowd at the regular monthly meeting of all units of Local No. B-136. Tuscaloosa, Gadsden and Anniston were well represented. We were glad to see so many from Anniston. Maybe now that the gas situation is better we will see more of the Brothers from that branch of our local at future meetings.

We also had the pleasure of having with us Brother Hugh Brown, former business agent, now International representative, who gave us a good talk, reviewing the past 20 years and how the I. B. E. W. and Local No. B-136 pioneered conditions which have helped all labor in this section. He recalled days of the "black ball" of large corporations. He called on all members to keep up the fight for organized labor and to "keep electrical work for the electricians," whether pulling cable, bull gang work, or wiring a switchboard, because the time was coming when a Brother would need that day's work..

It made us for the moment forget our petty grievances that accumulate among all of us as we work our way through life. It made us think of some of the objects of I. B. E. W., quoting: "to cultivate feelings of friendship among those of our craft, to assist each other in sickness or distress, to elevate the moral, intellectual and social conditions of our members and families to a higher standard of citizenship."

I think Brother Brown enjoyed being with us even if he was plied with questions and arguments on every hand till he left the hall. We always are glad for him to attend as we get a fuller point of view of a union in its whole sense rather than from the view of our local affairs only.

Brother Ben Reeves was up in arms. He said he was going to get some action on our raise of 10 cents per hour to $1.75 if he had to go to Washington to see the board, one of many that hold wages down. Carpenters, bricklayers and other craft are being paid premium wages in excess of the scale and in tonight's paper the painters are advertising their intention of raising wages 15 per cent. We have to study to keep up with our business besides working hard, so here's hoping he comes through.

We also voted to underwrite veterans training courses in electricity. We believe in doing this so we can keep veterans from being exploited and give them a fair chance of learning the trade and union ways at the same time.

We are about to collect some back travel pay from Dupont at Alabama Ordnance Works, Childersburg, from November 21, 1944, through June, 1945.

Delegates to the convention were chosen as follows: B. F. Reeves, George Schreck, Hugh Brown, A. A. Thorpe and H. S. Whistler. Hope they have a good time.

E. L. WALL, *P. S.*

L. U. NO. 226, TOPEKA, KAN.

Editor: Another month has passed for L. U. No. 226 and finds us pushing progress down the middle of the road. Everyone here is busy and we are all happy. Everyone is working and there is no real sickness among any of our Brothers. We are fortunate to be among the few locals that serve the war plants that are not shut down. Our project is to be finished so will keep quite a number of our Brothers busy. Well, we had a very good meeting just past and attendance was good.

We have taken favorable action in regard to the MVA. We wonder what is the matter with state representatives; have they been bought off by the power interests? We hope they will see the light before it is too late. One only has to take a trip down South where the TVA has expanded and see the beauties and lakes and other essential recreational spots. Let every man and woman sincerely get into the harness and with concerted action put over something that will benefit all mankind.

Well, big business has had ample time to start on reconversion but is sitting idly by with Government paying its guarantee. Let's get rid of the guarantee and let them step out on their own feet. Uncle Sam has been most generous with them all during war while we still worked long hours for the same scale. Let's see that we obtain our just demand and that is, a good wage plus less hours, which will mean better living for all in return for better work. All of this and much more can be accomplished if we only stand as real union men and women. Remember what that union card stands for. It brought many off of the farm and other places and permitted them to get in on the ground floor for good wages. The I. B. E. W. has been very charitable toward newcomers and has permitted them to partake of the good things in the way of conditions and hours that the old turned-brown card holders have obtained for them through suffering and lockouts of the past.

This is no time for anyone to believe that the veteran is going to get his job. We will fit into the picture too and be needed if only "big business" puts across its program that it has been bragging about in the daily press.

So let's not forget while they are sitting still it is costing them, too. They have clear sailing to spend their huge war profits now, in expansion.

"When business builds, we will build." Hope to report more progress in the area of L. U. No. 226 next issue.

C. C. SHAEFFER, *P. S.*

L. U. NO. 271, WICHITA, KANS. *Editor:* The membership of L. U. No. B-271 realized their dream early this month, with the purchase of a home for the local union. The building is located at 1042-1044 South Broadway. The new home is 45x80 and is an ideal location for all concerned. The building was purchased after much hard work on behalf of our business manager and H. B. Wentworth, who by the way is the Brother who located the building. After much discussion on the floor, it was decided that a committee, composed of Brothers Gustafson, Baker, Florence, Ray Mitchell, Vachal and our worthy president, George H. Deichman, look into the proposition which was offered the local union.

They found it to be a good deal for the local union and so purchased the new home. It will be some time before we hold meetings there, but the offices will be located at 310 East Morris after November 1, 1945, which is a part of the new home. The building is of brick and steel construction, tile roof, 45 feet face Broadway, 80 feet face Morris. Brothers, we are proud of our new home.

Our business manager, C. E. Gustafson, has been hard at work organizing additional territory which now takes in 35 counties, which means that many of our Brothers are manning the new shops that have been signed up. I think that Brother Gustafson is to be commended for his fine work. At this writing there is no sickness and no deaths to be reported. There is no further news of interest at this time. Will be in the news next month.

JOE OSBORN, *P. S.*

L. U. NO. 353, TORONTO, ONT. *Editor:* Now that it has been decided to call the International convention for the next year, and local unions have been asked to select their delegates, it behooves us to get busy on some of the problems that will confront our representatives while in conference.

One of these problems is that of pensions. At the St. Louis convention numerous resolutions were submitted to lower the age limit, increase the payments and some to refer to the executive council for further study. Since that time the United States, whose Brotherhood members represent the largest group of contributors to our International Pension Fund, has mobilized an enormous army, fought on battle fronts all over the world and is now in the process of demobilizing this army. Due to the fact that members on active service have been carried free on the books of local unions and, further, many members of pensionable age have continued to work during the manpower shortage, there is developing a serious drain on the finances of the pension fund. We have not received any revenue from the thousands in the armed services and yet must meet the pension payments due a great many members who have delayed making application for pension until the demand for their labor subsides.

A temporary arrangement of assessing the membership to bolster the fund was put into effect by the International Executive Council, but this is only to continue until our next convention, which has now been called for 1946. If the International Secretary has any information or suggestions that would be of value to the local unions in debating the issues prior to the sending of delegates to the convention I think a great deal of time could be saved both at the convention and also in putting into effect any decisions arrived at.

We have reached the season of the year when it is customary to wish each other a very Merry Christmas, but we are certainly a long way off the beam in this old world of ours. The spirit of Christmas as defined in the phrase, "Peace on Earth, Good Will Toward Men," is being ignored to a greater degree each passing day. What with the threat of atomic warfare, fights at peace parleys, and the battle to drive labor back to depression levels, there is very little peace or good will to speak of. But speak of it I will in the hope that some day we will be able to enjoy the things that have been fought for so valiantly in the past.

So from all of us to all of you a very Merry Christmas and a Happy and Peaceful New Year.

JACK NUTLAND, *P. S.*

L. U. NO. 358, PERTH AMBOY, N. J. *Editor:* Lest we forget! We of America owe much to the boys who left their homes to serve in the armed services in Europe and in the far reaches of the great Pacific. They left schools, colleges, businesses and professions to take up the art of war and to offer their lives if necessary. What greater sacrifice could any man make for his country?

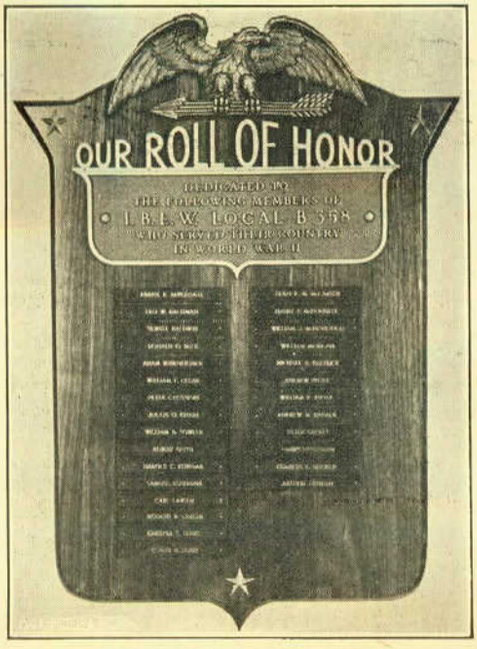
In recognition, Congress has enacted the G. I. Bill of Rights, giving them the opportunity of education, financial assistance and certain priorities in obtaining employment. Organizations are being formed throughout our land to assist the veteran and guide him in his problems. His family will do all in their power to make his homecoming like the one he has dreamed of during the long days and nights of shell fire and bombing attacks on the battlefield.

Our local is small, but the war has dipped deeply into our membership, taking 28 of them from our midst. Four have returned, but the others are far from us on the many battle fronts. We, too, owe them much, and will endeavor, in our small way, when they return, to help them get back in the old ways of life, back to the jerking of wires.

Lest we forget, in the days and years to come, what they did for us, Local No. B-358 has ordered a bronze plaque with their names inscribed in gold, to hang in our meeting hall ever before us during our deliberations, in perpetual memory. A closeup photograph will be taken and a picture sent to the family of each veteran and one to the ELECTRICAL WORKERS' JOURNAL for publication along with this article of the plaque history.

Victory is ours in Europe and now we have won a victory in the Pacific against the forces of Japan. The vast destruction in Europe and in Japan as now reported, shows the great power of our Army, Navy and Air Force made up of our sons and brothers. None could have done better than they. The war is over and peace is at hand, God grant their safe return to our Brotherhood.

ROBERT H. BECK, *P. S.*



L. U. NO. 382, COLUMBIA, S. C. *Editor:* You haven't had a report from us in several months so here are a few notes on what's going on in L. U. No. 382, at Columbia, South Carolina.

Our officers now are: President W. B. Wells, Vice President W. F. Muller, 3rd, Financial Secretary and Business Manager C. O. Gamble, Treasurer W. L. Odom and Recording Secretary W. E. Ryan. The above officers also make up our executive board.

President Wells, who recently succeeded former President J. L. Platt, served as president of L. U. No. 382, 20 years ago and is doing an excellent job now as before.

At our meeting on October 9 we were very happy to have with us Brother L. L. Dick, International representative, who made quite an interesting talk on the difference between "A" locals and "B" locals. At the same meeting we also enjoyed the visit of Brother Howell Outlaw, one of our good members who is on furlough from the Navy.

We had a very constructive meeting October 23, with much discussion on recent developments and especially on whether or not we should change to a "B" local. After the meeting refreshments were served, which all the Brothers seemed to enjoy immensely. At our next meeting we will vote to determine if our local will be changed to a "B" local.

Several of our good Brothers are back with us after having been discharged from the armed services. And many who had previously been away from home on war work are back now and we are certainly glad to have all of them with us again. So far there has been plenty of work for everybody and it is expected to remain that way as there are quite a number of nice jobs beginning in this vicinity in the near future.

E. C. GATES, *P. S.*

L. U. NO. 474, MEMPHIS, TENN. *Editor:* I had a story composed about a picnic, a cow and a rock, but the sun shone all day. Therefore, I shall confine my missive to the picnic.

It has been the custom of L. U. No. B-474 to hold a stag conclave in the late summer for years. This time it was a barbecue at Edgewood Park. This park is just off the range of those who consider a good party a menace to society. Refreshments were provided for those who wished to erode the dust from their throats. There were a few thirsty Brothers there. Who lost the hat?

We had a good game of chance, some call it African dominoes, others call it craps. Why are the Pickett brothers electricians? Any one of the six could be an artist at setting tile. They match spots too perfectly. Who lost the hat?

To make a barbecue, we take our choice of meats, if we can get it, and roast it over hot coals in an open grate, after all flame is gone. As the roasting continues, dressing, composed of fats, tomatoes, pepper and Mexican hot sauces, are applied at intervals. This process of cooking should take eight to 20 hours, depending on the size of the cut.

Thanks to Brother Bob Motley for the red points. I thought it best not to ask where he got them. Maybe he let the butcher drink out of that can he had.

The committee on arrangements were Brothers Carman, McClintock, Wenzler, Gattis and Fuchs.

It gave us pleasure to see many of our contractors present.

DAZEY MAE, *P. S.*,
The reporter from down on the levee.

L. U. NO. 558, SHEFFIELD, ALA. *Editor:* We believe that municipal, county, state and Federal Government improves in direct proportion to our wisdom and skill in governing our local unions and central bodies. First, each member must realize that he is a member of the team. There are rules of the game that must be obeyed. From the youngest apprentice to the oldest and most honored member, inclusive, each of us must play our respective position and faithfully observe

the rules of the game. The game is working in our craft. Our rules are the Constitution of the I. B. E. W. and the by-laws of the local union.

World War II has done a remarkable amount of good, even though it has been the most destructive war in history. Old chronic feuds, prejudices and some of the iron-bound southern traditions which have made us poverty-stricken for generations are rapidly disappearing. When your worst enemy loses his son, and perhaps you have lost a brother in battle, mutual grief and heartbreak are a strong common bond. Those ugly things of the past fade away in contrast to the immediate present. We are all one nation, one people, the blood of every service man slain was shed for one cause.

During this war all local unions and all crafts lowered their quality standards. By accepting members who were not competent to maintain our tradition as "the world's best craftsmen," we were weakened to some extent. Most of these new members were placed in bull gangs and on specialized work. The older and more experienced shared their skill and knowledge with our new Brothers in many instances. Also, the new members were taught the elementary principles of unionism and the tremendous value of organized labor. Some of these men have been with us long enough and have become high grade mechanics and good union men.

As the labor market approaches the saturation point, due to demobilization and postwar conditions, we may expect specific reactions in all labor unions. All organizations have some selfish members. They will begin to demand priority in the best jobs, some claiming one reason and some another. More and more pressure will be brought to bear upon the business manager directly proportional to unemployment conditions. The next step to be expected is little unions set up within unions. When an organization has unions within unions the total effective strength is no greater than its strongest internal union. That is a great evil that must be avoided.

Regardless of how old or how young our Brother's union card may be, we need him and he needs us. We are all members of that mighty lion of the A. F. of L.—the I. B. E. W. The lion is noted for its strength; our strength is unity. We must work together as members of our respective local unions and each local union must cooperate with the International Office. Finally, our International Office must always be the strong right arm of the A. F. of L., as it has been in the past.

The solution of a tremendously difficult problem has been attempted by this local union recently. That problem is a system for fair and equal distribution of employment. Should some by-laws be devised and executed, which would insure each member equal employment opportunity, we will have made great progress.

Following is a proposed amendment to the by-laws of L. U. No. 558, I. B. E. W., of Sheffield, Alabama, adopted October 5, 1945:

We respectfully submit the amendment which shall be known as Article XVII. The title shall be "Idle List" if accepted.

Sec. 1 (a). When two or more members are idle, an idle list shall be posted in a conspicuous place in the lobby of the local union building.

Sec. 2 (a). When a member is terminated, he may telephone or otherwise contact the local union office, advising date and hour of termination.

(b). The member's name shall be immediately put at the bottom of the list.

(c). The member shall be advised as to his number on the list.

Sec. 3 (a). Should two or more members be terminated simultaneously the sequence of priority on the "Idle List" shall be determined by the respective age of their membership cards.

Sec. 4 (a). When 10 per cent or more of the membership of this local union are idle, no member shall be permitted more than one classification.

(b). Confirmation by both executive and examining boards shall be required for classification change.

Sec. 5 (a). Employer may requisition foremen, general foremen, and superintendent only by name.

(b). Requisition from employers for all other employees shall specify numbers of men in each classification.

(c). Business manager shall select men according to classification, numerical sequence, for supplying employers' requisitions.

Sec. 6 (a). Members may be notified via telephone or otherwise when called for employment.

(b). He has 24 hours in which to report for work.

(c). Refusal or delinquency in acceptance of employment automatically puts member at bottom of list.

Sec. 7 (a). Should any member be refused employment or be discharged for any cause, before completing 5 working days, he shall automatically go back to the top of the list.

(b). Where an employer refuses employment to a member, the next member of like classification shall be sent out by the business manager.

(c). Rejected member retains top priority, being sent out first, on each succeeding requisition specifying workmen of his classification, until he is employed.

Sec. 8 (a). Any member refused employment by two employers in succession shall be summoned before executive board.

(b). Executive board shall determine cause, and render decision, determining discrimination or incompetence.

CHARLES E. ALLEN,
GEORGE E. JACKSON,
J. GUY DANIELS.

The root of the opposition to this progressive step may be found in the Holy Bible, 5th Chapter of Deuteronomy, the 21st verse. Please read the entire chaper.

J. GUY DANIELS, *P. S.*

L. U. NO. 611, ALBUQUERQUE, N. M.

Editor: A certain clique of Navy officers, journalists, industrialists and politicians are bent on starting a war with Russia, and their first move is to carry on an anti-Russian warmongering campaign calculated to make the American people distrust and fear Russia, believe she is trying to make the world Communistic and in the end blame her for the war.

This noisy group of jingoists are outnumbered at the present time by an opposing group representing, to some extent, similar occupations and interests but augmented more by scientists, economists and professors who hold that there is no excuse for picking a fight with Russia, that Russia is not an aggressor nation and that Russia's desire to encourage friendly neighbors is no different from the attitude of other countries but in her case aggravated by the fear of a war against her, for Russia is well aware of her enemies.

It is no secret that the island bases in the Pacific that we are taking from Japan and that are almost on Russia's door step, are planned by the warmongers to be used by us in a future war against Russia, believing that totalitarian China would be a willing ally with us.

What would we think if Russia were to talk of war with us as we are talking of war with her? What would we think if Russia were to meddle in our relations with Canada or Mexico as we are doing in her relations with her neighbors?

Evidently referring to the jingoists in America, General Eisenhower, in a statement to the Russians in Berlin, told them not to be "upset by liars and crackpots." Nevertheless, Russia and America both have reason to be concerned. All wars have small beginnings.

It is interesting to note that in nearly all cases the elements that smear Russia are the same reactionary elements that smear American labor and the same politicians who before Pearl Harbor were isolationists are now spreading war-like propaganda.

America is not communistically inclined. There are no Communist influences here worth noting. Unions affiliated with the A. F. of L. have no Communists among their members that can be noted.

Russia has no encouragement for or apparent intention of spreading Communist propaganda in America and if she did what of it? Are not Americans supposed to be free to read or listen to all sides of any subject? Is it such a good thing that we cannot combat it with reason? Have we no way to neutralize Communist influences in America without starting a war with Russia?

If America ever turns to some form of communism it will not be caused by influence from Russia. It will be the failure of our own system to furnish employment at decent wages for all who are willing to give an honest day's work. It will be through resentment of segregation of the classes, through failure to attain the freedoms of the Atlantic charter and through failure to attain equality of opportunity.

If conditions in America get to the place where men are willing to give up freedom for security then there may be a chance for communism.

JAMES MERRIFIELD, *P. S.*

L. U. NO. 637, ROANOKE, VA.

Editor: Well, seems like the boys from over yonder are beginning to come back to us again. Some of the members of ole 637 have shown up and they surely do look good to us fellows who had to stay on this side. We tried to do our part and most of us did. And I want to take the time to thank all the fellows of the I. B. E. W. who served with the U. S. A., the U. S. A. F., Navy and the Marines; they surely did a swell job and we fellows on this side are very thankful to them. Most of them made a big name for themselves by their deeds and don't think we don't know about it, either.

As most of you Brothers know, the job at Radford, Virginia, shut down the day the Japs quit. Well, this left us here at home with not much to do in the way of work. We are hoping things will pick up soon.

I am very sorry at this time to have to report that Brother M. M. Bailey's wife passed away October 29. We tender our deepest sympathy to Brother Bailey and his family. Brother Bailey's son was flown in from the South Pacific to be with his mother during her sickness.

Oh, yes, we have an announcement to make. Brother James Earl (Jim) Bailey has been given the oath of vice president in our local. We want to welcome this Brother and give him all the support possible. Brother Bailey has not been back with us so very long, having been in Pearl Harbor, working for Uncle Sam, trying to do his part along with the rest of them.

Brother C. M. (Mack) Conaway is trying to raise a future baseball team. He now has three boys. Nice going, Mack! Just keep up the good work and one of these fine days you will get your wish.

By the way, how about some of you members of dear ole 637 dropping us a line? If you have anything you wish to send in to the WORKER, why just send it to me and I will see to it that it gets in to the editor. From there, I cannot say anything about it, but I will promise you that if you drop me a line and let me know what you want sent in, I'll surely do it for you.

I would like to hear from some of the boys I worked with at Radford. How about it, Buzz, Al, Miles and the rest of you guys from the Smoky City? If you don't have my address, get in touch with Buzz Sadler of the Smoky City and he will give it to you.

I almost forgot, our business manager, Brother C. R. Mitchell, has a new baby girl. Now he will have two jobs, one for us and one for the Mrs. Nice going, Mitch, you will be up with Mack Conaway before long.

Well, looks like this is the end of the trail. See you next month, I hope.

F. J. (JIMMIE) CLOYD, *P. S.*

L. U. NO. 666, RICHMOND, VA.

Editor: We take this opportunity to welcome back from the service the following members of Local Union No. 666 who have returned to us from all parts of the world: Brothers R. P. Carter, L. E. Isbell,

Carlyle Kefauver, E. A. Shelton, R. R. Slough, Henry Veach, and E. E. Waters. Many thanks for a job well done.

These Brothers were placed on jobs in and around Richmond, as soon as they reported to the local's office. This is consistent with our policy to make room for all the members as they return from the service. Believe me, they deserve the best.

Several meetings have been held by committees representing the local union and the contractors association in regard to the setting up of an apprentice-training program patterned after the program approved by the I. B. E. W. and the National Electrical Contractors Association. Now that the war is over and conditions are returning to normalcy, it is very desirable to have set up a permanent apprenticeship program, with the apprentice being schooled in electrical theory and then receiving a practical education by working in all of the varied phases of electrical construction, maintenance and repair.

Much interest is being shown in the National Electrical Code class, recently set up with our president, Brother T. R. Conway, as the "professor," looking very much the part as he peers over his spectacles at the boys in the back row. About 30 are attending, studying the code in order to qualify for their "city cards." They are probably spurred on by an announcement from the city's electrical inspection department that they intend to crack down on those electrical workers without cards on and after January 1. The majority of these Brothers have been employed for the past four years or so on defense work, usually outside the city, and have just neglected taking the examination as required by the city of Richmond for workers doing electrical work within its limits.

R. M. ROBERTS, *P. S.*

L. U. NO. 904, TALLASSEE, ALA.

Editor: After a whirlwind campaign, I managed to get myself elected as press secretary, so the following is my first attempt at scribing. Please remember I may get better after I have had more experience.

Having been out of print for so long it is somewhat a puzzle to decide just where to begin. It is of interest, however, to note that we have renegotiated another contract with the company, picking up some small change in the process. Whether these gains will be equal to the general upward trend in the cost of living is another matter. Anyway the contract is signed and not too much of a rumpus was kicked up in the process.

After the negotiations were signed, L. U. No. 904 elected Brother L. A. Achiman as president and Brother V. A. Baker as financial secretary. The other officials remaining substantially the same. The leadership of Achiman can be expected to be vigorous and energetic.

Local No. 904 has been glad to note the recognition being given to Brother J. C. McIntosh by the International. Back in the days when I. B. E. W. was first being organized on power company properties, Joe was the spark plug. Those were the great days. Meetings held sotto voce, and by moonlight, with the added zest of an irate deputy sheriff or two, and a speaker who has had a bit of job persecution, are the ingredients for a first-class union speech. I do not envy anyone whose decision to join the union is heralded only by an invitation from the shop committee—but so much for the old days.

Just as the war did little for the utility men in an economic way, so does reconversion leave us with few headaches. We have no excess men to lay off. A few of our boys have come back, and as more come we will just make less overtime. This may pinch a few of the fellows who live in the critical labor areas where the cost of living is abnormally high unless prices should fall pretty rapidly.

In the coming months I shall try to keep the local in the print. What with the general stiffening attitude of some of the employers, the coming elections, and things in general, a column from these parts should not be too dull if I can somehow acquire the skill to properly set it out.

DOYLE MCRAE, *P. S.*



ANNIVERSARY DINNER OF L. U. 1414

L. U. NO. 1414, HILO, HAWAII

Editor: Some time ago an article appeared in the ELECTRICAL WORKERS AND OPERATORS JOURNAL from our sister local, L. U. No. 1357, stating that it was the baby local of the Hawaiian Islands. Well, they can no longer claim that distinction, as L. U. No. NB-1414 has since been chartered and, since our charter was issued, a charter was issued to L. U. No. NB-1437 at Maui.

On June 16, 1945, our local union celebrated with a Chinese dinner, which marked the occasion of our second anniversary of affiliation with the I. B. E. W. We were honored with the presence of Brother Frank P. Fenton, director of organization for the American Federation of Labor; John A. Owens, organizer for the American Federation for the Territory of Hawaii, and International Representative George A. Mulkey, of the International Brotherhood of Electrical Workers. It is seldom that a local union in the Hawaiian Islands has the opportunity of entertaining and hearing from a man of the calibre of Brother Fenton and our organization appreciated this opportunity. Of course, everyone enjoyed the talks given by Brothers Owens and Mulkey, but they are frequent visitors and have done a great deal of work for the labor movement on the isle of Hawaii.

At the dinner the boys sprang a surprise on Representative Mulkey and presented him with a pen and pencil set from the local union in appreciation of the work he has done for the local.

Local Union No. NB-1414, of the International Brotherhood of Electrical Workers, has a contract with the Hilo Electric Light and Power Company. This company employs approximately 125 of our members. We are very proud of the fact that the International Brotherhood of Electrical Workers has a higher degree of organization than any other organization in the Territory of Hawaii. All of the utilities, including the Mutual Telephone Company, are organized. We feel proud to be associated with an organization which has done so much for the workers of Hawaii.

We enjoy frequent visits from service men, who are members of the I. B. E. W. on the mainland, and they are surprised to find the I. B. E. W. flag flying way out here in the mid-Pacific. Brother Paulse, recording secretary of L. U. No. 6, of San Francisco, used to drop in on us, but he must have moved on, as he hasn't been around for the past few months. Brother Spencer, of L. U. No. 1245, of San Francisco, was stationed on the Big Island for a long time, but he, too, undoubtedly has moved on. If there are any of the other Brothers who have visited with us and wish to know what is going on, just drop us a line, and we will give them all the latest from the big island.

EDWIN SILVA, *P. S.*

L. U. NO. 1434, RICHMOND, VA.

Editor: If you have any space available in the next issue of the ELECTRICAL WORKERS' AND OPERATORS' JOURNAL, we would appreciate the printing of these few lines to let the other locals know we exist, as we missed the directory.

Local Union No. 1434, Richmond, Virginia, is a new baby local. We received and installed our charter on March 1, 1945, with a charter membership of 32 out of 52 men in the electrical department. Since that time we have grown to a membership of 48 with three more to be sworn in at our next meeting. Our roll in the department has increased to 56 at the present time. Our officers are as follows: Robert E. Stewart, president; James C. Flynn, vice president; Oswald F. Knight, Jr., recording secretary; Anton Terretta, treasurer; George E. Holloway, financial secretary; James A. Woodfin, foreman. Executive board — Kelly Butler, chairman; Henry D. Albright, James A. Woodfin, Albert W. Beck, Oswald F. Knight, Jr. Albert W. Beck, press secretary.

We are an "A" class local with jurisdiction over the power department of E. I. Dupont De-Nemours Co., Spruance Plant, at Richmond, Virginia. This includes both the electrical department and the powerhouse employees. We had to petition the NLRB for an election, being opposed by the company and the Amphill Rayon Workers, Inc., an independent union of employees at the plant. There was a hearing held by the trial examiner for NLRB on June 29, 1945. We are at present still waiting for an answer from this hearing. We are not known to the other Brother locals because we missed the last issue of the directory. Therefore, I am writing this short piece for the JOURNAL. We would appreciate hearing from any other local which may be formed at any plant of the above company or any of its affiliates.

We extend a cordial welcome to any visiting Brothers who may be in our locality at any time to meet with us. We meet on the first and third Thursday in each month at 1616 Hull St.

O. F. KNIGHT, JR., *R. S.*

DEATH CLAIMS FOR OCTOBER, 1945

L. U.	Name	Amount
108	L. R. Cason	$300.00
624	James E. Moore	475.00
595	William Peter Mitchell	475.00
349	Wallace A. Queen	650.00
95	Edward W. Jones	825.00
I. O. (77)	Francis H. Lee	1,000.00
191	L. M. Matson	1,000.00
6	James D. Rodney	1,000.00
106	A. L. Shears	1,000.00
461	Fred Thomsen	1,000.00
I. O. (775)	Leonard Whaley	1,000.00
651	J. S. Taylor	300.00
302	J. E. Daniels	475.00
134	W. M. Smith	650.00
182	F. P. Pascal, Sr.	825.00
I. O. (923)	J. W. Evans	825.00
124	O. C. Hageman	825.00
I. O. (699)	A. B. McClure	825.00
3	E. A. Nadeau	1,000.00
3	J. P. Durr	1,000.00
3	L. Delgnan	1,000.00
77	M. O. Wickham	1,000.00
I. O. (68)	E. W. Schweikert	1,000.00
732	C. W. Holden	1,000.00
11	F. G. Page	1,000.00
I. O. (180)	R. T. Tash	1,000.00
134	S. J. Cerny	1,000.00
340	S. Jackson	650.00
77	N. T. Sandstedt	300.00
I. O. (817)	J. J. Lamb	825.00
949	A. Durward	1,000.00
46	W. A. Russell	475.00
I. O. (1047)	C. F. LeMaster	1,000.00
I. O. (48)	G. F. Fisher	475.00
38	P. Harwood	1,000.00
I. O. (38)	A. S. Bovard	1,000.00
1430	L. H. Hill	300.00
I. O. (6)	G. W. Korts	1,000.00
I. O. (408)	J. S. Root, Jr.	650.00

L. U.	Name	Amount
723	A. J. Sinnegan	1,000.00
I. O. (803)	R. A. Gilbert	300.00
I. O. (716)	C. L. Ramsey	1,000.00
3	V. J. LaNoce	1,000.00
26	W. A. Stanton	1,000.00
281	O. J. Remington	1,000.00
130	E. D. Climo	650.00
76	E. A. Gustafson	475.00
210	R. M. Fuller	475.00
I. O. (6)	J. Duffy	1,000.00
770	C. Pope	1,000.00
3	I. G. King	1,000.00
117	R. A. Schroeder	825.00
11	F. S. Lake	475.00
269	F. J. Chambers	1,000.00
326	F. R. Winters	1,000.00
I. O. (886)	W. A. Malbon	475.00
I. O. (11)	L. N. Vaughn	1,000.00
11	H. B. Gates	1,000.00
I. O. (90)	L. MacIntyre	1,000.00
3	W. L. Wolf	500.00
18	E. W. McNichols	1,000.00
18	J. J. Doyle	1,000.00
I. O. (418)	J. N. Howe	1,000.00
125	M. J. Coleman	1,000.00
I. O. (302)	G. R. Baker	650.00
79	E. C. Fry	1,000.00
I. O. (18)	A. R. Oliver	825.00
39	E. Owens	1,000.00
I. O. (9)	M. E. Hicks	825.00
I. O. (3)	C. W. Kloepfer	1,000.00
3	E. J. Couch	825.00
722	Ira Fisher	1,000.00
I. O. (473)	H. Brown	1,000.00
48	R. E. Thompson	300.00
125	W. H. Brundage	1,000.00
38	J. A. Morgan	1,000.00
77	D. Ballard	1,000.00
I. O. (6)	Dan Morgan	1,000.00
I. O. (774)	W. L. Harrison	1,000.00
549	R. T. Allen	1,000.00
3	H. Mullen	475.00
446	E. J. Lanham	1,000.00
1249	W. Ferenbaugh	475.00
302	A. Lawdermilk	475.00
I. O. (499)	J. A. Logan	1,000.00
471	D. A. St. James	1,000.00
I. O. (212)	E. A. King	1,000.00
1216	G. K. Jacobsen, Sr.	1,000.00
77	J. E. Rapp	1,000.00
9	E. Riley	1,000.00
212	J. E. Elder	1,000.00
134	G. Boyd	1,000.00
I. O. (910)	H. O. Greene	825.00
309	Frank Tonini	1,000.00
I. O. (134)	B. W. Schaefer	1,000.00
I. O. (1)	D. T. Jacobs	475.00
403	G. W. Mott	1,000.00
17	F. Senne	1,000.00
1347	E. W. Harrington	475.00
103	F. M. Carney	1,000.00
508	J. A. Thurmond	1,000.00
145	R. J. Winterbottom	1,000.00
77	F. L. George	475.00
95	M. E. Smith	1,000.00
I. O. (677)	S. W. Lawrence	1,000.00
763	William A. Parr	475.00
46	B. Newell	1,000.00
734	T. M. King	1,000.00
48	A. T. Way	650.00
80	William L. Courtney	1,000.00
40	A. P. Speede	1,000.00
6	W. F. Morris	650.00
153	W. Taylor	825.00
440	C. H. Tucker	825.00
847	C. L. Sanders	1,000.00
11	G. L. Anderson	300.00
3	William Clark	1,000.00
1430	M. W. Branch	475.00
I. O. (844)	A. L. East	475.00
236	C. P. Plimmer	1,000.00
453	John M. Reichert	150.00
595	Percy A. Jack	150.00
1249	Lee Wallace	150.00
58	William W. Barcy	150.00
339	John C. McEwan	1,000.00
277	William Marshall	150.00
3	William A. Sandback	150.00
40	Roy M. Gage	150.00
3	Philip Trebing, Jr.	150.00
911	O. L. Sequin	150.00
357	N. Abner Harvey	150.00
332	Urban Kammerer	150.00
124	James R. Davidson	150.00
213	Charles J. Newman	1,000.00
213	Daniel Pereyma	1,000.00
		$104,875.00

POST-MORTEM

(Continued from page 386)

cause of war with military preparedness, and he calls it a "tragic misunderstanding" to believe that a security policy is a war policy.

However, there are two sides to this question. The problem is the well-recognized danger that a nation armed to the hilt will tend to make use of its armed power to start a war. Merely to point out the need for armed security is not to avoid this danger. History often shows that a strongly-armed nation does not hesitate to use its force against its neighbors. France was not wrong in fearing German rearmament in the years before World War II.

Conditions of atomic and high-speed rocket warfare now make it imperative for a strongly-armed nation to be quick on the trigger and strike first or risk obliteration.

General Marshall is our greatest military statesman, but he tends, in his emphasis on the military, to underestimate the political causes of war and to distrust political organizations to keep the peace. He recognizes that peace-loving peoples throughout the world are eager to send their representatives to international conferences in the hope of preventing war. But he says that until it has been proved that a practical solution to prevent wars has been found, if we lay down our arms we will court disaster; he adds that the existence of fearful and complex instruments of destruction make this conclusion undebatable.

The irony of the problem is that, until strong nations are willing to turn over to an international organization a substantial portion of their armed forces to stop armed controversies dangerous enough to lead to war, it can never be proved that a practical solution to prevent war has been found. General Marshall mentions that we may possibly contribute forces to a world security organization, but, other than recommending that such forces be composed of volunteers, he does not discuss the subject.

The Chief of Staff believes that, if we had remained an armed nation after the first World War, another war might have been avoided. But the general makes no mention of the efforts made by the League of Nations, the world's first international political organization, to keep the peace. In spite of many handicaps, in the years between the two wars, the League of Nations successfully handled the vast majority of more than 43 political disputes brought before it. Approximately a half dozen of these disputes were such that they could have led to war if the league had failed to solve them.

The major controversies which the League of Nations was not able to solve were those which eventually led to World War II.

The league failed to solve these issues because, to preserve the absolute national sovereignty of member nations in political matters, it had been deprived of the ability to act by a majority vote, as our own Congress does. The league could act only on the basis of a unanimous vote, including the votes of member nations involved in a dispute. Obviously, in the controversies leading to World War II, Japan, Italy, and Germany would not vote against themselves.

Even though President Wilson played a leading role in drawing up the league's charter, the United States avoided its responsibilities and refused to join. Had we entered and put our shoulder to the wheel in support of it, the story might have been different.

Most important from a military point of view, the League of Nations failed because it lacked an international armed force to enforce the decisions it made to keep the peace. The danger of war cannot be removed unless the world sets up an international police force, deriving its authority from a strong, representative international organization, and provides it with sufficient armed strength to meet and immediately stop armed aggression between nations wherever it occurs. From then on, the problem is one of relying upon peaceful decision of disputes by an international court, enforced, in the last resort, by the international police force, composed in part, at least, of some of the armed forces of the stronger nations.

Basically, the problems of peaceful settlement of political disputes between nations are no different from the problems of peaceful settlement of issues in our own democracy. What is needed is a representative policy-making body able to act by majority vote, an international court, and an international enforcement agency. This means, of course, that we must be willing to cooperate with other nations and to give up, as other nations will have to give up, a part of that absolute national sovereignty which has not kept us from the most devastating war we have yet endured. In the long run, what are the costs and the risks of such a program of international cooperation compared with those involved in an arms race between nations equipped with atomic and rocket weapons?

General Marshall realizes clearly that we could not have won this war alone. Isn't it futile to believe that this country alone, no matter how heavily armed and how carefully trained, can prevent another war or win it after it has started?

WOMAN'S WORK

(Continued from page 398)

"youthful." A huge pot of hot chocolate and loads of toasted cheese crackers, big bowls of buttered popcorn and a big tray of candy apples will make the young folks happy.

Delicious cheese crackers are made by placing squares of cheese on saltines and mounting with half a marshmallow and toasting in the oven.

Now how about a party for *your* friends? Why not a get-together to see the New Year in? Guests could assemble all through the evening—you could plan cards and dancing to records. Then as soon as the bells have stopped ringing in the New Year at midnight, you could serve a buffet supper.

Here's a simple, tasty menu that will find favor with all:

Hot turkey rolls
Mixed salad
Holiday sundaes
Coffee

Here's how to make hot turkey rolls:

- 8 bakery rolls
- 2 tablespoons butter
- 1¼ cups medium white sauce
- 1½ cups chopped cooked turkey meat
- 2 teaspoons minced onion
- Cayenne
- Celery salt
- Salt
- Hard cooked eggs

Cut slice from top of rolls and scoop out all the soft crumbs, leaving only the crust. Fry crumbs in butter. Add sauce, turkey and onion. Heat. Season well with remaining seasoning. Fill rolls. Heat thoroughly in a hot oven. Garnish with hard cooked egg.

For your salad—have large bowls of lettuce, tomato wedges, celery curls, carrot strips, radish roses, cauliflower buds, sliced beets, onion and pepper rings. Arrange a tray with mayonnaise, oil, vinegar, French and Russian dressing and let each guest concoct his own salad to his own liking.

Holiday sundaes are made of scoops of ice cream covered with marshmallow sauce and topped with bits of red maraschino and green minted cherries.

Well, friends, space is all used up and I must stop but not before wishing each of you a happy, happy Christmas and asking you to think about what we talked of at the beginning of our page this month—making Christmas last all year through and doing our part toward winning a peace with good will toward all men. Let's mean it when we say "Merry Christmas, everyone!"



Harry Hogan, L. U. No. 2

Initiated August 2, 1935

It is with sincere sorrow and regret that we, the members of Local Union B-2, record the passing of our Brother, Harry Hogan, on July 11, 1945; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family and friends our sincere sympathy in their sorrow; and be it further

Resolved, That a copy of these resolutions be sent to his wife, and a copy be sent to the Electrical Workers' Journal for publication; and be it further

Resolved, That the charter be draped for a period of 30 days.

ED MERRITT,
JOHN W. STILES,
J. T. HENNESSEY,
Committee

St. Louis, Mo.

James N. Howe, L. U. No. 11

Initiated April 13, 1923, in L. U. No. 298

Whereas Almighty God, in His infinite wisdom, has chosen to remove from our midst our loyal and esteemed Brother, James N. Howe, and

Whereas in his passing we have lost a true and faithful Brother, and his family a loving husband and father; therefore be it

Resolved, That we offer his bereaved family our deepest sympathy in their hour of sorrow; and be it further

Resolved, That a copy of these resolutions be sent to them, a copy be spread on the minutes of this meeting, and a copy be forwarded to our International Office for publication in our official Journal, and that our charter be draped for a period of 30 days in his memory.

L. R. BARNES,
F. V. FREY,
E. E. MECHAM,
Committee

Los Angeles, Calif.

E. L. Mitchell, L. U. No. 16

Initiated December 7, 1901

Whereas Almighty God, in His infinite wisdom, has seen fit to take from our midst, Brother E. L. Mitchell; and

Whereas the passing of this Brother to his eternal reward has deprived Local Union B-16 of a loyal and respected member; now therefore be it

Resolved, That this meeting stand for one minute in silent tribute to his memory; and be it further

Resolved, That the charter be draped for a period of 30 days; and be it further

Resolved, That we at this time express our condolence to the family of Brother Mitchell in their bereavement; and be it further

Resolved, That a copy of these resolutions be incorporated in the minutes of this local union, a copy sent to the family of the late Brother, and a copy to the International Office for publication in the Electrical Workers' Journal.

Requiescat in pace.

H. L. MESSEX,
RALPH HARPE,
GEORGE J. MORROW,
Committee

Evansville, Ind.

Fred E. Senne, L. U. No. 17

Initiated June 18, 1928

With a sincere feeling of sorrow and regret we, the membership of L. U. No. B-17, record the death of our departed friend and Brother, Fred E. Senne; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family and friends our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy be spread on our minutes, and a copy be sent to the Journal of the Electrical Workers for publication; and be it further;

Resolved, That the members stand in silence for a period of one minute as a tribute to his memory and that our charter be draped for a period of 30 days.

JOHN J. McHUGH,
VIRGIL G. HYNEMAN,
CHARLES A. REEVES,
Committee

Detroit, Mich.

J. J. Doyle, L. U. No. 18

Initiated October 16, 1933

E. W. McNichols, L. U. No. 18

Initiated March 17, 1937

David H. Gillie, L. U. No. 18

Initiated June 24, 1937

Whereas Almighty God, in His infinite wisdom, has seen fit to take from our midst Brothers J. J. Doyle, E. W. McNichols and David H. Gillie; and

Whereas the passing of these Brothers to their eternal reward has deprived Local Union B-18 of loyal and respected members; now therefore be it

Resolved, That this meeting stand for one minute in silent tribute to their memory; and be it further

Resolved, That the charter be draped for a period of 30 days; and be it further

Resolved, That we at this time express our condolences to the families of our Brothers in their bereavement; and be it further

Resolved, That a copy of these resolutions be incorporated in the minutes of this local union, a copy sent to the families of our late Brothers, and a copy to the International Office for publication in the Electrical Workers' Journal.

Requiescat in pace.

WALLS B. HEALY,
W. A. BEATON,
L. B. HOFFMAN,
Committee

Los Angeles, Calif.

William Wunderlick, L. U. No. 43

Initiated November 4, 1921

It is with the deepest sorrow and regret that we, the members of Local Union B-43, record the passing of our Brother, William Wunderlick; therefore be it

Resolved, That we pay tribute to his memory by expressing our feelings to his bereaved family in this hour of sorrow; and be it further

Resolved, That a copy of these resolutions be sent to the official Journal for publication and that our charter be draped for a period of 30 days.

COMMITTEE

Syracuse, N. Y.

Edmund Fry, L. U. No. 79

Initiated May 4, 1934

The passing onward of Brother Edmund Fry, a member of long standing has brought to the membership of Local B-79 a sense of real and personal sorrow.

Resolved, That in tribute to his memory that in meeting assembled, we stand in prayer for one minute; and be it further

Resolved, That we extend our deepest sympathy to the family and relatives of our departed Brother; and be it further

Resolved, That a copy of these resolutions be sent to the family of the late Brother, that a copy be spread on the minutes of Local B-79, and a copy be sent to the official Journal for publication; and be it further

Resolved, That the charter be draped for one month.

CHARLES A. HUDSON,
GEORGE R. LIVELY,
FRED KING,
Committee

Syracuse, N. Y.

Louis Matson, L. U. No. 191

Reinitiated December 8, 1925, in L. U. No. 843

The International Brotherhood of Electrical Workers L. U. No. 191, Unit One, at this meeting, September 18, unanimously adopted the following resolutions:

Resolved, That in the passing of Louis Matson, our beloved member, this union has sufferd a grievous loss.

His devotion to his business, his love of his associates, and his thoughtfulness for his fellow workers endeared him to all. His love of life and his cheery way were always an inspiration, and the courage he displayed under adversity was a cause of admiration to his friends; be it further

Resolved, That these resolutions be spread upon the minutes of the local, be transmitted to Mrs. Louis Matson that we may extend to her and to the members of her family an expression of our heartfelt sympathy.

G. F. SIMPSON,
WILLIAM W. CARR,
L. E. SAWYER,
Committee

Everett, Wash.

Daniel Pereyma, L. U. No. 213

Initiated July 24, 1922

With a sincere feeling of sorrow and regret we the members of Local Union No. B-213, I. B. E. W., record the death of Brother Daniel Pereyma; therefore be it

Resolved, That we pay tribute to his memory by expressing to his relatives our heartfelt sympathy; and be it further

Resolved, That a copy of these resolutions be spread upon the minutes of our meeting, a copy be sent to the bereaved family, a copy be sent to our official Journal for publication, that we stand in silent meditation at meeting assembled and that our charter be draped for 30 days.

L. LA BERGE,
C. McEWEN,
G. GEE,
Committee

Vancouver, B. C.

Patrick J. Huban, L. U. No. 295

Initiated February 22, 1934

It is with deepest sorrow and regret that we, the members of L. U. No. 295, record the passing of our Brother, Patrick J. Huban, on September 7, 1945.

We extend to his loved ones our heartfelt sympathy and share with them their loss; therefore be it

Resolved, That our charter be draped for a period of 30 days and that we stand in silence for one minute as a tribute to his memory; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy spread on the minutes, and a copy sent to our official Journal for publication.

L. E. NEWLAND,
K. D. VANCE,
J. E. BENTLEY,
Committee

Little Rock, Ark.

Urban A. Kammerer, L. U. No. 332

Reinitiated June 3, 1941, in L. U. No. 332

Whereas Almighty God, in His infinite wisdom, has seen fit to call from our midst our esteemed and worthy Brother, Urban A. Kammerer, who has been a true and loyal Brother of L. U. No. 332; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family and friends our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late departed Brother, that they be spread in full upon the minutes of L. U. No. 332, and a copy be sent to the Electrical Workers' Journal for publication; and be it further

Resolved, That the members stand in silence for a period of one minute and our charter be draped for 30 days as a tribute to his memory.

JAMES F. CONNOR,
E. H. SUEDAKER,
N. P. CADWALLADER,
Committee

San Jose, Calif.

Sumner Jackson, L. U. No. 340

Initiated October 10, 1941, in L. U. No. 1188

It is with the deepest feelings of sorrow that we, the members of L. U. No. 340, record the passing of our esteemed Brother, Sumner Jackson; therefore be it

Resolved, That we express our heartfelt sympathy to his family in their time of great bereavement; and be it further

Resolved, That we send a copy of these resolutions to the Journal for publication, a copy to his family, and a copy be spread upon our minutes.

FRED J. MAIER,
O. D. DUNCAN,
Committee

Sacramento, Calif.

Herman J. Robertson, L. U. No. 405

Initiated March 29, 1943

It is with deep sorrow and regret that we, the members of L. U. No. 405, record the passing of our Brother, Herman J. Robertson; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincerest sympathy; and be it further

Resolved, That a copy of these resolutions be spread upon our minutes, and a copy be sent to the I. B. E. W. Journal for publication.

L. C. SCHUETKNECHT,
W. B. HASSLER,
LEO JUST,
Committee

Cedar Rapids, Iowa.

A. J. Conchin, L. U. No. 465

Initiated March 6, 1929

It is with deep sorrow and regret that we, the members of L. U. No. B-465, record the passing of our Brother, A. J. Conchin; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That we drape our charter for a period of 30 days, and that a copy of these resolutions be spread on the minutes of our meeting, that a copy be sent to the official Journal of the Brotherhood for publication, and that a copy be sent to his bereaved family.

P. H. OTIS,
F. R. DOWNUM,
F. K. LARKIN,
Committee

San Diego, Calif.

C. I. Baquet, L. U. No. 583

Initiated September 23, 1907

It is with sorrow and regret that the members of L. U. No. 583, I. B. E. W., mourn the passing of Brother C. I. Baquet, who passed away August 15, 1945. He was a charter member of L. U. No. 583, and in continuous good standing for 38 years. Although he realized his life's ambition of keeping his card in good standing until retirement age, he was taken before he could enjoy the benefits of his hard earned and well-deserved pension. This Brother who passed away, was one of the pioneers of organized labor and especially of the I. B. E. W. He fought, worked and lived for his fellow workmen. He was never too busy to assume any assignment given him and was our Central Labor Union delegate for many years. As we lose these old builders of the I. B. E. W. we can look with pride, as he did, on what he helped to achieve.

At our regular meeting on August 25, 1945, the president of L. U. No. 583 joined with the members in silent tribute to our departed Brother, and ordered the charter to be draped for a period of 30 days.

Resolved, That a copy of this resolution be spread upon the minutes of this local union, a copy be sent to the relatives of our departed Brother, and a copy sent to our official Journal for publication.

J. C. GALLAGHER,
E. M. CALKINS,
FRANK McCALLICK,
Committee

El Paso, Texas.

Andrew Summers Myers, L. U. No. 624

Initiated October 25, 1944

Whereas Almighty God, in His wisdom, has taken from our midst our esteemed and worthy Brother, Andrew Summers Myers; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincerest sympathy; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy spread upon our minutes, and a copy sent to our official Journal for publication.

M. M. HARRISON,
J. R. McCARTHY,
FRED GAINER,
Committee

Panama City, Fla.

Edward N. Beck, L. U. No. 713

Initiated September 5, 1941

John David, L. U. No. 713

Initiated November 13, 1944

It is with a sincere feeling of sorrow and regret that we, the members of Local Union No. B-713, record the passing of our friends and Brothers, Edward N. Beck and John David; therefore be it

Resolved, That we pay tribute to their memory by expressing to their families and friends our sincere sympathy in their hour of sorrow; and be it further

Resolved, That we send copies of these resolutions to their families, to the Journal for publication, and a copy entered into the minutes of our local union.

HERMAN WILLER,
LEO DEVELICE,
WILLIAM WATKINS,
Committee

Chicago, Ill.

C. Lamar Sanders, L. U. No. 847

Reinitiated May 22, 1936

We, the members of L. U. No. 847, I. B. E. W., with a feeling of deep sorrow and great regret, record the passing of our beloved Brother, C. Lamar Sanders, on October 17, 1945; therefore be it

Resolved, That this local stand in silent tribute to the memory of our departed Brother; and be it further

Resolved, That the charter of our local be draped in mourning for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be incorporated in the minutes of this local union, and that a copy be sent to the family of our late Brother, also a copy be sent to the International Office for publication in the Electrical Workers' Journal.

W. A. BOATNER,
H. A. McDONALD,
M. H. BRADSHAW,
Committee

Rome, Ga.

Hubert M. Boy, L. U. No. 908

Initiated November 16, 1942

It is with deep sorrow and regret that the members of Local Union No. 908, record the death of their worthy friend and Brother, Hubert M. Boy. His pleasing personality will long be remembered by his many friends, and we assure his loved ones that we share in their grief, and we extend our sympathy to them; therefore be it

Resolved, That a copy of these resolutions be spread on our minutes, a copy sent to the family, and a copy sent to the International Office for publication in the Journal; and be it further

Resolved, That our charter be draped for a period of 30 days in his memory.

G. M. PHILLIPS,
Press Secretary

Spartanburg, S. C.

D. R. Nunnally, L. U. No. 940

Initiated March 6, 1942

It is with a deep feeling of sorrow and regret that we, the members of Local Union No. B-940, International Brotherhood of Electrical Workers, record the passing of our worthy Brother, D. K. Nunnally; therefore be it

Resolved, That we, as a body, pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be spread upon the minutes of our meeting, a copy sent to the bereaved family, and a copy sent to our official Journal for publication.

E. R. HALL,
R. R. CALLAWAY,
D. M. BURDETTE,
Committee

Russell, Ky.

Alexander Durward, L. U. No. 949

Initiated April 1, 1937

It is with deep sorrow and profound regret that we, the members of Local Union No. 949, record the passing of our Brother, Alexander Durward; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That we drape our charter for a period of 30 days, that a copy of these resolutions be spread on the minutes of our meeting, that a copy be sent to the official Journal of the Brotherhood for publication, and that a copy be sent to his bereaved family.

R. W. McFARLAND,
Secretary, Sioux Falls Branch L. U. 949

Austin, Minn.

William Schmidt, L. U. No. 953

Initiated June 21, 1916

Kenneth Mostoller, L. U. No. 953

Initiated November 5, 1943

With the deepest sorrow we, the members of Local B-953, record the passing of Brother William Schmidt and Brother Kenneth Mostoller.

Brothers Schmidt and Mostoller were true and loyal members; therefore be it

Resolved, That we as a body pay tribute to their memory by expressing to their families our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be spread upon the minutes of our meeting, and a copy sent to our official Journal for publication.

WILLIAM E. DAVIS,
CARL KELLEY,
Committee

Eau Claire, Wis.

George Keene Jacobsen, L. U. No. 1216

Initiated October 21, 1937, in L. U. No. 292

With a sincere feeling of sorrow and regret we, the members of L. U. No. 1216, record the sudden death of our esteemed and worthy Brother, George Keene Jacobsen; and

Whereas it is our desire to express our loss and grief to the loved ones left behind and extend to them our sympathy and understanding; therefore be it

Resolved, That the members stand in silence for a period of one minute as a tribute to his memory, and that our charter be draped for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be sent to his bereaved family, a copy be spread on our minutes, and a copy be sent to the official Journal of the Brotherhood for publication.

BERNARD J. RANK,
Recording Secretary

Minneapolis, Minn.

Ervin F. Zimmerman, L. U. No. 1245

Initiated January 1, 1943

It is with a sincere feeling of sorrow and regret that we, the members of Local Union No. B-1245, record the passing of our Brother, Ervin F. Zimmerman.

We would express the deepest sympathy to his loved ones and assure them that we share their sorrow.

Resolved, That the charter of this local union be draped for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be sent to the bereaved family, and a copy sent to the International Office for publication in the Electrical Journal.

CHARLES W. MASON,
Business Manager

San Francisco, Calif.

Albert E. Beinecke, L. U. No. 1347

Initiated December 1, 1944

Louis C. Gravett, L. U. No. 1347

Initiated December 1, 1944

Ernest Harrington, L. U. No. 1347

Initiated March 1, 1943

It is with sincere feelings of sorrow and regret that we, the members of Local Union No. 1347-B, record the passing of three of our Brothers, Albert E. Beinecke, Louis C. Gravett and Ernest Harrington; therefore be it

Resolved, That we, in meeting assembled, stand for a moment in silent tribute to their memory; and be it further

Resolved, That we drape our charter for a period of 30 days and a copy of these resolutions be spread on the minutes of our meeting, and a copy sent to the official Journal of the Brotherhood for publication.

RAY F. GREINER,
Recording Secretary

Cincinnati, Ohio.

John Reidinger, L. U. No. 1351

Initiated October 15, 1943

It is with deepest sorrow and regret that we, the members of Local Union No. 1351, record the death of our esteemed Brother, John Reidinger, Sr.; therefore be it

Resolved, That we pay tribute to his memory by expressing by means of a spiritual bouquet, our heartfelt sympathy in the hour of sorrow of his family; and be it further

Resolved, That our charter be draped for a period of 30 days.

ALEX. J. ST. LAURENT,
Recording Secretary

Marinette, Wis.

Harry Lotz, L. U. No. 1392

Initiated October 20, 1922

Whereas Almighty God, in His infinite wisdom, has removed from our midst our esteemed and worthy Brother, Harry Lotz; and

Whereas in the death of Brother Lotz, Local Union No. B-1392, of the International Brotherhood of Electrical Workers, has lost one of its true and devoted members; therefore be it

Resolved, That Local Union No. B-1392 recognizes its great loss in the death of Brother Lotz and hereby expresses its appreciation of his services to the cause of our Brotherhood; and be it further

Resolved, That Local Union No. B-1392 tenders its sincere sympathy to the family of our good Brother in their time of great bereavement; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be spread on the minutes of our Local Union No. B-1392, and a copy be sent to the official Journal of our Brotherhood for publication.

FORD HALL,
RAY JACOT,
W. E. BODEKER,
Committee

Gary, Ind.

William Thomas, L. U. No. 1399

Initiated December 31, 1944

Whereas Almighty God, in His infinite wisdom, has suddenly called from our midst Brother William Thomas; and

Whereas before Brother William Thomas passed to his eternal reward he was a worthy and loyal member, respected by all; therefore be it

Resolved, That we extend our condolences to his bereaved family at this time; and be it further

Resolved, That we stand for one minute in silent tribute to his memory; and be it further

Resolved, That a copy of these resolutions be sent to the family of the late Brother, and that they also be incorporated into the minutes of this meeting, and a copy be sent to the Electrical Workers' Journal for publication.

EARL R. DAHLKE,
Recording Secretary

Chicago, Ill.

ALL BUSINESSMEN

(Continued from page 394)

eralized and extended unemployment compensation system, a reserve shelf of needed public works, a program of supplementary training, and a liberalized program of general assistance for workers ineligible for other aid. The program developed for the unemployed needs to be sufficiently broad and flexible to meet the foreseeable contingencies, whether the number of unemployed be large or small.

Effective action of the types proposed will assist in maintaining markets by helping to sustain workers' incomes and reducing fear of destitution, and will thus encourage production and investment. It will tend to increase the efficiency and productivity of labor by better adjustment of the worker to the job and by increasing workers' competence. It will aid in satisfying urgent human needs, both at home and abroad, by speeding the production of civilian goods and services. It will reduce privation and unrest, with their accompanying threat to the preservation of democratic institutions and to our free society.

Under the urgent pressures of war this nation demonstrated great power to produce. This committee believes that, retaining individual freedom of action and using the methods of democracy, we can organize effectively for peace as well.

GLOSSARY

Peak Value—same as maximum value.

Period—the time required for the completion of one cycle.

Permanent Magnet—piece of steel or alloy which has its molecules lined up such that a magnetic field exists without the application of a magnetizing force.

Permeability — reciprocal of reluctance; a measure of the ease with which flux can be

(Continued on page 412)

LOCAL UNION OFFICIAL RECEIPTS FROM OCTOBER 11, 1945, INCLUDING NOVEMBER 10, 1945

L. U.

I. O.— 272698 274488
B-1— B 168544 168553
B 404959 404990
B 462706 462750
B 466501 467040
566360 566961
567013 567074
567751 568500
827100 827200
827541 827610
B 858954 859080
B 859201 859290
983547 983560
983831 983863
983880 983830
B-2— 87880 87890
439996 440183
440296 440353
B 729372 729373
B-3— B 93479 93481
A 93483 94471
OA 36404
OA 36726 36800
OA 36848 36887
OA 37401 37409
XG 2094 2162
B 36269
B 36358 3761.
B 37648 37649
37692 37995
22401 22788
4— 93354 93357
B-5— B 322021 322045
518431 518630
945181 945202
B-6— 87169 87175
136003 136035
518932 519000
B 554833 554840
592981 593220
594481 594750
B 686771 687000
B 687636 687750
B 689251 689360
B 690259 690538
B 709715 709789
B 712587 712600
B 777227 777354
B 789511 789750
905713 905925
971251 971630
972001 972090
998503 998506
8— 512931 512942
738210
836464 836480
897972
B-9— B 445617 445635
588695 588750
678751 679609
959923 959932
10— 896244 896258
B-11— 57703 57798
61382 61414
63260 63265
B 107308 107310
B 109766 109822
B 193258 193260
B 217811 217814
B 217400 217421
B 366591 366594
376879 377007
384981 385004
402874 402882
451611 451708
B 451636 451639
B 452378 452386
452882 453491
457501 457615
504379
642668 642675
661540 661556
672636
677264 677266
B 734910 734913
912066 912104
914666 914865
918598 918750
919109 919500
921347 921504
921928 922500
922999 923250
923540 924000
924133 924722
925556 925750
926251 926692
927001 927650
927751 928157
935507 935530
940859 940881
B 952998 953073
B 955541 955553
B 960279 960598
B 984852 984985
B 985615 985646
B 986705 986708
B 987441 987482
B 987906 987984
B 994288 994385
12— 329543 329562
B-16— 140269 140274
B 516697 516633
604240 604459
775520 775680
B-17—B 203476 203493
B 375926 376274
447202 447206
600001 600410
978655 978750
B-18— 196801 197490
B 553664 555000
B 750305 750386
765261 765274
B-23— 531001 531614
569719 570000
B 652905 653128
B 686293 686299
789890

L. U.

B-25—
B 255769 255779
284379 284412
627043 627045
B 809259 809310
26— 509641 509910
27— 111655 111657
625550 625740
B-28— 117023 117370
B-30—
B 614221 614238
629928 629966
B 653029 653132
709976 709977
B-31—
B 423921 423962
499223 499731
985102 985109
B-32— 198506 198544
244593 244596
B 754751
33— 108086 108106
B-34— 682473 682500
702001 702035
734331
484012 484118
771457 771459
37— 72532 72551
B-38— 508885 509139
B 533328 533343
B 853944 853992
903778 903785
B-39— 643121 643500
887389 887404
40— 135469 135750
184440 184442
702751 702896
B-41—
B 125593 125642
349679 349680
B 430703 430706
862129 862268
43— 81578 81750
274501 274570
B-44— 749664 749671
B-46— 8913 8973
9163 9230
B 398225 398233
432271 433500
505501 505750
B 594249 594274
B 790507
B-48— 53753 53770
B 207153 207160
231503 231532
232728 232805
266501 266545
456595 456750
459392 459750
460339 460500
461701 462000
462278 462750
463071 463500
463801 464250
464511 465095
465751 466231
466501 467120
467251 467650
709501 709570
710251 710420
B-50— 57435 57483
172865 172984
B 479953 479954
793234 793237
52— 84882 84943
85828 86353
104170 104171
B-53—B 457504 457505
628921 628392
B 777351 777372
778768 778772
54— 524259 524282
55— 202329 202331
601887 601917
B-56— 164226 164250
B 350636 350743
B 413805 413824
520501 520526
B-57—B 136088 136774
153521 153676
B 405399 405403
780179 780182
59— 510295 510304
534169 534334
60— 187084 187170
64— 301524 301539
B-65— 3868
180792 180750
681001 681112
B-66—B 206992 207000
494978 495000
495265 495430
525808 525814
607501 608015
B 618901 618912
B 650510 650600
B 651149 651304
67— 111244 111261
68— 159419 159469
B-69—B 468136 468208
177411 177412
B 721625 721646
811252 811266
B-70— 379349 379352
398458 398533
B 423615
B 453624 453629
B-73— 225629 225649
B 295248 295256
B 330232
483341 483713
B-76— 2953 3000
446915 447000
447751 448350
448501 448754
836634 836652
B-77— B 5528 5980
B 6618 6750
255625 255684

L. U.

B-77—(Cont.)
540151 542880
B 611251
B 786991 787079
B-78—B 476679 476739
B-79—B 134859 135000
299375 299480
B 516909 516910
B 704720 704806
80— 186217 186560
793595 793613
81— 70625
709134 709174
82— 106690 106800
326101 326102
679205 679207
B-84— 80149 80466
678841 678886
882960 882964
B-86— 101729 101731
B 148778 148783
401306 401499
87— 724432 724446
88— 669304 669335
B-90— 292231 292371
696632 696635
B-93— 347626 347642
94— 369151 369155
B-95— 207901 207928
209101 209102
696028 696218
B-96— 116099 116103
B 579001 579629
B 702316 702376
746499 746594
B-99— 197356
B 499051 499070
849172 849300
100— 260117 260150
973086 973101
B-102— 187967 188002
279693
B 915158 915181
103— 6201 6558
484009 484022
104— 106654 106656
970631 970900
B-105— 317209 317240
B 565038 565049
666819 666826
B-106— 97906 97930
B 325177 325186
B-107—
B 196575 196582
B 371813 371879
442625
B 466256 466278
B-108— 36226 36524
B 39751 39768
42551 42572
B 115377 115389
B 218113 218250
476170 476250
633001 633147
B-109—
B 425809 425987
B 616406 616414
882532 882564
B 925501 925647
110— 894307 894498
955807
B-111—
B 290451 290470
B 603036 603049
615208 615317
761500 761502
113— 570119 570162
B-114— 111785 111798
B 240135
115— 854341 854348
116— 420111 420260
701453 701457
117— 316282 316303
119— 446607 446613
121— 283146 283250
674031 674032
122— 526720 526796
616165 616175
B-124—B 91021 91050
B 292310 292313
B 348795 349797
421641 421730
580095 580097
735124 735131
779321 779650
B-125— 306651 307500
337501 337653
828042 828078
127— 611525
129— 471932 472000
B-130— 159231 159296
550533 551080
551251 551559
552001 552365
B 919888 919889
131— 471961 472032
733116 733118
133— 718789 718805
B-134—
B 275251 276470
555751 555900
557292 557580
558211 558550
558751 558920
753751 754210
756778 757140
762001 762370
762751 763020
764354 764460
765347 765750
766260 767970
768001 768520
135— 317778 317793
B-136—
B 270168 270171
261926 262090
469704 470190
B 481691 481810
878317 878349

L. U.

B-137— 56698 56706
B 673857
B-138— 11175
217375 217308
B 497298 497307
139— 71799 71831
141— 291092 291118
306401 306402
143— 673126 673229
745065
B-145— 706861 706866
146— 20516 20585
201305 201313
150— 40268 40269
156451 156453
152— 133703 133770
B-153— 31463
493516 493589
B 913405 913426
B-156— 228751 228857
B 512007 512029
680242 686250
158— 20119 20167
159— 614893 614923
B-160—
B 200834 201005
B 246580 246583
409002 409004
696238 696750
736843 736845
161— 462422 462442
B-163— 271771 271830
421023 421024
164— 85272 85500
863982 863983
166— 302236 302250
510751 510792
173— 36718 36719
813401 813422
175— 408428 408432
525654 525831
177— 126735 126960
899079 899083
B-180— 30913 31032
B 782785 782809
985509
B-183— 706078 706079
820281 820290
184— 428326 428338
185— 527269 527318
B-186— 688988 689005
B 696373 696374
187— 599747 599758
190— 565568 565601
191— 139781 139782
190564 190764
193— 208803 209165
927845 927851
194— 73075 73151
474207 474208
195— 500041 500132
B-196— 122123
B 123522 123531
211540 211690
B 267243 267322
B 282028 282029
327651 327692
624678 624750
828001 828085
B 874553 874759
200— 621791 621852
B-203— 233276 233312
621488
B-204— 252160 252191
B 292231 292267
B 711253 711257
875724 875792
B-205—
B 634830
B 676288 676292
876156 876173
B-206—
B 477691 477697
208— 190435 190465
209— 442532 442562
210— 402504 402737
650531 650540
211— 853121 853152
B-212—114524 114533
127048
B 238477 238480
720251 720325
B 747957 747980
B-213— 99883 100396
132421 132450
B 396034 396085
B 472048 472050
B 876751 876769
B-214— 316823 316842
429504 429614
B 467955 467966
579100 579110
B-216—
B 312779 312783
657133 657142
217— 223463
745993 745420
218— 808603 808624
B 220—
B 344760
B 765780 765822
823310 823350
222— 746952 746964
223— 99115 99116
166331 166390
B-224— 79068
218905 218955
B 695011 695189
B 743657 744627
B 744751 745500
225— 88418
842951 842969
226— 494283 494337
B-227—
B 612200 612208
229— 799655 799696
231— 806181 806161
B-232— 136311 136318
227605

L. U.

B-234—
B 408971 409002
235— 575084 575104
B-236— 546251 546260
691499
B 727893 727894
237— 88115 88153
574377 574401
238— 28098 28102
59075 59130
239— 441761 441772
240— 283459 283487
B 471344 471347
241— 79834 79835
921466 921501
243— 380439 380446
B-244—B 17192 17223
501001 501009
746243 746250
B-245— 389251 389800
B 422732 422734
B 633621 633670
665692 665696
B-248—
B 332648 332653
481615 481661
B 733522
B-249— 129934 129957
B 436791 436862
B-251—
B 123280 123327
828053 828057
252— 502271 502316
253— 104574 104591
254— 348168 348172
250— 110694 110700
311101 311113
257— 193804 193805
689733 679760
B-258—B 80944 80953
B 312639
611333
794467 794482
259— 857198 857160
B-260—
B 328295 328297
B 512632 512648
621016 621029
262— 297291 297320
B-263—
B 309586
B 454312 454434
528174 528276
951204
B-264— 310801
B 520651 520657
B 642601 642618
265— 766716 766720
809141 809180
B-266— 7576 7627
B 412489 412500
B 455501 455750
643434 643437
B 795751 795767
B 918001 918185
B-267—
B 526351 526414
B 858064 858066
268— 301391 301460
269— 711636 711689
B-272—
B 680590 680600
B-273—
B 175069 175089
B 346227
643672
823911 823939
275— 336437 336468
B-276— 142197 142202
B 350723 350729
603281 603618
B 783272 783518
B-277— 392341 392370
504001 504004
B 524748
B 554520 554538
649449 649500
649805 649852
650271 650279
278— 70440 70500
433501 433506
449356
467413 467411
B-279—
B 314136
B 536351 536368
714695 714701
280— 883133 883170
B-283—
B 196496 196500
683251 683267
807879 807900
284— 502525 502526
728559 728585
285— 255032 255049
B-286—
B 494877 494900
B-288—
B 287636 287662
B 288956 288959
411514 411557
B-289—
B 209494 209504
727692 727714
290— 305185
291— 58917 58918
182791 182826
B-292— 174990 174991
B 296076 296100
B 400201 400202
415219 415500
B 479688 479767
770251 770348
B-293— 85991 86012
B 885309 885310
294— 180923 180942
295— 441654 441750
783751 783844
296— 706533 706539

L. U.

B-297— 817852 817864
B-300— 712704 712705
717129 717218
B 752843 752855
301— 265649 265653
564816 564864
B-302— 30409 30460
35004 35150
177187 177191
177807 177808
B 543092 543094
B 655946 655957
B 599934 599957
B 662797 662804
B 664256 664268
B 667448 667481
759132 759217
759943 759982
760521 760522
761375 761397
771797 771798
B 835320 835325
B 843079 843101
B 843861 843918
B 844516
B 846868 846886
B 851372 851499
B 862698 862759
B 866421 866423
920122
922378 922388
991202 991204
303— 767716 767724
B-304— 197479 197495
B 327387
B 509429 509458
599648 600000
699751
B-305— 212311 212356
B 291021
306— 170893 170960
308— 88091 88097
159411 159422
B-310— 116378 116429
224406
B 520351 520622
B 739240 739252
B 952471 952500
311— 50353 50356
425563 425777
312— 802065 802137
313— 282378 282425
B-314—
B 515006 515010
B-316— 600028
B-318—
B 620716
B 668204 668210
769329 769383
319— 110816 110826
B-320—
B 705159 705422
B 746943 746980
B-321— 22730 22746
268769
B 297553 297559
B 683371 683374
686178 686185
322— 2033 2042
323— 739806 739826
324— 133161 133191
325— 224122 224127
293542 293616
B-326—
B 333630 333750
B 543001 543006
B 607623 607628
967318 967498
B-328— 241323 241365
B 530313 530455
329— 222730
429914 430003
B-330— 314068 314075
B-331—
B 272252 272273
B 426342 426344
479367 479442
B-332— 521479 521795
B 583705 583710
956569 956570
B-333— 244020
B 358868 358930
646545 646697
B-335— 408805 408834
B 456405 456410
B-337— 21651 21669
593653 593655
338— 576078 576126
783204
B-339— 81928 82003
B-519181 519205
84487 84490
340— 107336 107379
108147 108261
201618 201622
B 241844 241846
B 242105
B 274007
497908 497913
960805
342— 22744 22768
211940 211945
B-343— 846085 846093
B-344— 322820 322850
B 515560 515576
624221
B-345— 87391 87398
B 317055 317060
B 684644 684685
B-346— 148763 148767
B-347— 840427 840467
B-348— 123335 123337
193448 193500
B 194292 194308
788751 788842
349— 405991 406120
503656 503680
350— 831489 831529

L. U.

351— 75990
119275 119284
352— 590391 590420
353— 373498 373500
629251 629380
889501 889542
987525 987750
B-354—
B 313451 313500
422455 422657
B 736501 736507
B-355—
B 303808 303833
411556 411561
B-356— 488688 488705
B 728179 728186
B-357— 161551 161720
244191 244250
600816 600817
983633 983650
358— 279052 279053
716403 716430
B-359—
B 426768 426772
B 494374 494454
791821 791859
360— 182466 182559
336178
361— 277659 277745
B-362— 281523 281662
B 625868 625877
B 674567 674600
879045 879046
363— 11674 11691
B-365— 177313 177421
B 225084 225093
B-366— 112175 112200
327601 327610
B 680714
B-367— 664744
724262 724299
B 921349 921366
B-369— 103520 104020
104252 104266
B 404516 404518
B 413735 414026
B 777899 777905
869534 869541
370— 83185 83190
B-372—
B 276437
B 451042 451073
475290 475324
373— 422110 422126
374— 222633
B 492755
790940 790973
375— 645591 645622
377— 12690 12696
189648 189700
B-378— 418507 418508
B 500914 509921
694429 694450
B-379— 38022 38100
708084 708085
B-380—
B 464184 464186
554609 554658
382— 572237 572250
649501 649512
B-383— 102612
B 742815 742817
B 918033 918039
384— 256231 256263
657110 657118
386— 262333 262355
B-388— 896488 896493
389— 310061 310070
390— 154071 154296
246751 247425
B-391—
B 267182 267184
383738 383746
B 531518 531549
393— 183091 183110
394— 188199 188202
396— 63412 63414
869497 869598
397— 742394
839346 839417
B-398— 221441 221455
B 495153 495154
658501 658570
B 760808 760814
803656 803700
400— 118451 118528
401— 812325 812357
B-403— 319326
B 464099 464100
642023 642059
B 742501 742512
404— 102267 102298
405— 315958 315987
B-406—
B 422412
436043
B 452807 452815
825325 825352
B-407—
B 355040 355050
B 583707 583764
665962
751993 752038
408— 149724 149729
605251 605333
836998 837000
B-410— 899560
B-411— 697671 697672
804015 804109
B-412—
B 140058 140072
B 782253 782486
930104 930164
413— 41333 41339
981317 981421
414— 714203 714245
415— 54451 54479
782321 782329
416— 262919 262946

L. U.

417— 111979 112039
B-418— 92436 92437
B 906358 906360
B-420— 31308 31370
B 538201 538280
421— 137641 137690
B-423— 99148 99163
424— 819921 819944
425— 823791 823796
426— 813727 813785
B-427—
B 691854 691861
891481 891552
428— 79125 79140
160599
B-429—
185096 185250
B 302177 302179
513602 513607
606001 606148
430— 875080 875104
B-433—
310512 310522
B 738327
B 895885 895909
B-434—
173726 173776
B 903144 903158
B-435—
B 181796 181841
B 265056 265070
784811 784831
436— 325829 325843
437— 795216 795290
B-438—
486041 486085
B-439—
794031 794075
B-440—
B 386154 386155
B 470839 470843
696751 696810
B-441—
330234 330261
442— 78136 78176
583739 583740
800465 800505
199833
443— 315795 315803
444— 759833 759837
936401 936425
445— 673011 673016
953416 953504
B-446—
250883 250889
B 289160 289165
812585 812617
B-447—
B 337289
851358 851374
448— 292540 292558
B-450—
B 548404 548418
451— 774008 774038
B-452—
B 692413 692415
837138 837154
B 453—
B 10195 10259
591881 592100
718596 718599
454— 435596
792601 793623
899084 899090
B-455—
B 203390 203402
713677 713683
B-456—
670758 670784
458— 232193 232210
B-459—
236753 236754
B 345391 345492
B 428795 428804
477786 477982
460— 266261 266265
647201 742109
461— 175616 175687
B-463—
214614 214686
373321 373327
480186 480287
692619
464— B 271806 271812
B 426008
888827 888842
B-465—
181766 181935
B 470301 470650
B 565665 565679
467— 193317 193357
599481 599484
B-468—
B 355445
B 772566 772634
791168 791183
B-469—
B 920243 920256
470— 64283 64309
471— 795461 795496
B-472—
B 226846 226850
B-473—
574440 574454
B-474—
505732 505733
532866 532992
B 794845 794857
475— B 643502
785251 785280
806696 806700
B-476—
B 221527 221565
725751 725769
B-477—
B 169590 169608
249072 249470
952371 952411

L. U.
B-478—
B 390240 390256
B 448400 448500
575880 575914
B 905251 905394
479—
138565 138602
360295
423171 423620
481— 718795 718796
785941 786210
483— 529119 529456
767608 767609
B-484—
B 478753 478784
B 629154 629155
486— 321003 321016
B-487—
B 374411
B 463276 463293
662049 662050
488— 213952 213953
719142 719204
489— 788540 788541
490— 560152 560157
619596 619627
B-491— 95961 95988
B 677129
492— 30361 30437
76585
B-493— 809505 809519
B-494— 202816 202850
B 321784 321794
469211 470250
B 510238 510345
668251 668475
B-495— 656644 656700
880610 880611
496— 502877 502910
587477
B-497— 51094 51096
292849 292869
498— 541430 541432
B-499—
B 171346 171382
200121 200126
224245 224250
781501 781716
500— 215251 215487
779854 779858
886456 886500
501— 352831 352836
643750 653785
B-503— 105640 105650
B 499051 500001
B 744046
B 917693 917700
504— 153706 153743
B-505— 107901 108000
287087 287250
287437 287889
288003 288060
B 439268 439269
B 448651 448661
874985 875250
876008 876098
B-506— 110668 110697
B 781578 781616
B-507—
B 354220 354227
577567 577605
508— 632909 633550
865008 865051
510— 150192 150222
511— 170916 170953
432033 432034
516— 729172 729217
517— 697182 697214
B-518— 222238 222249
B 465118 465119
702664
B-519— 75981 75984
B 722114
B 901348 901357
B-520— 213053 213134
B 221757 221842
B 363937 363990
683022 683023
B-521—
B 236738 236746
274174 274273
B 758718 758725
773356 773357
522— 93124 93126
790341 790390
B-523— 177783 177789
524— 280962 280986
525— 9693 9696
97091 97112
526— 739668 739673
527— 15834 15925
198902 198925
528— 585826 585900
B-530— 556169 556172
531— 143526 143704
532— 43969
150946 151001
533— 242028 242053
588795 588798
536— 731515 731518
538— 318010 318039
540— 172210 172237
B-541— 109924 109944
B 515279 515346
B 752169 752171
542— 715190 715191
821469 821497
B-543—
B 334167 334205
B-544— 279630 279690
B 453274 453213
B-545— 170436 170478
B 548549
B 723471 723640
B-546—
B 468030 468032
688248 688275
547— 320748 320771
B-549— 106822 106880
B 623190 623194
B 671675 671689
708525
B-550— 187748 187765
B 747325
B 922245 922253
953225 953226
552— 112374 112391
569593
553— 835245 835255
B-554— 104263 104286
B 950914 951000
B-555—
B 187737 187760
B-556—
B 640548 640563
B 685727 685752
L. U.
557— 875969 875991
558— 88255 88813
358131 358134
150314 150340
B-561—
B 263647 263709
404768 405138
B 429684 429688
705350 705351
B-562—
B 692741 692743
887676 887690
B-563— 164008 164051
827019
564— 536173 536180
B-565— 109663 109069
567— 268902 268969
695836 695840
B-568— 221168 221169
284792 284939
B-569— 235531 236630
B 275958 275961
403717 403761
B-570—
B 283032 283039
787506 787537
B-571— 53228
B 289829
819056 819107
B-572— 99585 99600
814801 814803
573— 28116 28122
660208
973671 973677
574— 731735 731755
955721 956304
575— 474001 474016
576— 811934
869721 869796
577— 328801 328802
882892 882900
B-578—
B 688633 688644
B-579—
B 496155 496182
B 734736 734742
580— 271314
789394 789426
581— 420671 420710
B-582— 552359 552400
B 901829 901831
583— 950322 950334
525— 332500 332608
B-587— 3190001
B 679554 679556
808316 808368
588— 482307 482358
B-589— 480266 480415
B 622974 622979
B 758296 758405
590— 887779 887789
B-591— 138271 138500
B 426371 426440
B 642122 642125
954952 954958
592— 883477 883486
593— 491145 491168
B-594— 222834
572601 572620
B-595—B 95166 95194
B 99600 99844
B 101145 101250
541196 541270
544906 545250
545641 546184
B 552209 552245
B 608251 608496
685501 685705
742171 742225
B 781787 781859
B 782330 782420
832388
909929 909930
911015
596— 108332 108340
B-597— 213205
B 677480 677489
979912 979955
598— 723798 723812
B-599— 672751 672822
B 907210 907213
B-602—
B 727536 727541
844431 844496
953458 953471
B 911612 911633
B-603— 84250 84312
B 429403 429407
B 492337 492560
B-604— 127784 127852
440710
B 457837 457845
B-605— B 9518 9582
521327
564119 564248
606— 597298 597299
801065 801099
607— 664630 664635
799941 799981
B-609— 536769 536780
610— 264742 264743
857551 857589
611— 623222 623233
884633 884708
612— 555276
701595 701604
B-613— 33751 34500
116836 116850
B 257458 257465
B 352641 352798
B 456101 456225
B 579276 579283
B-615— 269480 269481
B 636017
B 678732 678741
990811 990863
B-616— 105499 105556
762607
B 912616 912617
B-618—
B 238546 238555
704713 704714
B 751811 751812
850218 850388
B-620— 103061 103066
435401 435416
621— 290248 290250
699001 699022
B-622— 697984 697985
794143 794157
623— 25606
43187 43208
625— 8458576 8459003
B-627— 36751 36766
B 213783 213784
683400
L. U.
B-628— 312418
382198 382233
B 676167 676181
B-629— 54778
B 670555 670558
750341 750410
630— 192026 192037
631— 8079
655148 655188
B-632— 210023 210025
747596 747656
B 886555 886560
633— 270098
986727 986788
B-634—
B 483121 483154
951515 951580
B-635—
B 667963 667970
733612 733613
B-636—
B 234466 234467
406509 406526
637— 216616 216645
298501 298576
B-638— 364604 364606
684284
B 739304 739341
799201 799237
898497 898500
639— 703182 703196
730753 730755
B-640— 470058 470062
530488 530566
643— 393650 393696
644— 444981 445071
971907 971910
B-645— 508921 508931
646— 324612 324633
B-647— 238019 238029
648— 390181 390242
485901 485912
B-649—
B 103868 103870
224541 224658
B-650— 197115 197117
B 723313
B 903474 903486
995312 995388
B-651— 814201 814218
B 246478 246518
B 746103
814264 814290
B-652— 256764 256780
B 692219 692225
30306 30311
654— 485736 485798
592623
B-655—
B 181127 181163
709805 709833
657— 140335 140348
B-659— 436472 436894
481934 481941
660— 681637 681642
715842 715936
661— 939461 939475
B-663—
B 408796 408798
993441 993539
664— 472656 472753
602175 602177
665— 552970 553077
666— 348908 348910
640525 640626
B-668— 817201 817212
670— 790109 790115
671— 287689 287731
B 497570 497574
672— 561564
B-674—
B 518293 518356
801479 801524
675— 280501 280527
562412 562500
B-676— 135733 135821
845448 845461
677— 409469 409496
B-678— 129902 129954
B 273243 273265
B 426930 426941
B-679—
B 124561 124581
609321
620576 620586
680— 826300 826312
681— 719328
876694 876727
B-682— 483364 483395
B 888444 888465
683— 795734 795835
B-684— 154138 154205
982620 982622
685— 225519
697800 697829
B-686— 399827 399862
B-688— 203981 204000
B 341656 341661
791251 791285
857326
B-689— 525104 525156
695728 695729
B-690— 81021 81037
722183 722184
692— 141931 142000
B-693— 579180 579182
676501 676520
B 903910 903911
694— 893554 893562
B-695— 206201 206250
B 475267 475269
673501 673502
251927 251977
B 619513 619533
B-699— 501496 501512
B 753775 753849
700— 564121 564129
842370 842395
701— 678870 678901
B-703—B 79011 79013
567922 567923
648702 648744
704— 776043 776078
B-705— 98163 98177
B 729875 722876
B-706—B 77389 77291
618034 618055
707— 895478 895498
708— 185691 185820
970980
709— 100467 100484
710— 337056 337066
712— 860407 860470
B-713— 191046 191048
503291 503435
B 716251 716390
L. U.
B-713—(Cont.)
B 717751 718500
B 719251 720980
714— 74603 74607
715— 334369
908054 908076
716— 13221 13470
13841 14070
529421 529430
823141 823150
B-717—
B 463112 463119
470330 470387
719— 121082 121146
B-721—
B 241674 241741
B 335530 335533
594424
598598 598822
722— 735353 735360
B-723—
B 209472 209474
335578 335579
B 527560 527595
578603 578732
724— 91875 92010
725— 993844 993903
B-726—
B 271403 271410
618281 618293
B-727— 97375 97387
728— 301581 301582
796243 796251
729— 626792 626801
731— 228513
838016 838052
732— 215911 215964
733— 258203 258248
426751 426783
674712 675000
734— 511447 511451
867751 868010
869039 869250
B-735—
46030 46109
B 218433 218550
B 351634 351638
B 717001 717056
B 746935 746938
736— 162375 162398
B 233119 233122
B 746103
737— 301080 301083
B 474950 474954
738— 841976 842037
969473 969475
B-739— 496545 496559
740— 709764 709777
741— 191426 191447
725046
B-744—
B 422153
471531 471750
B 509061 509130
634201 634206
B-745— 156298 156313
B-746— 127442 127446
B 394626 394627
B-747—
B 232409 232456
B 621062 621066
960330 960378
B-748—
B 222463 222531
397629 397675
B 425229 425230
B-749—
B 417525 417588
419251 419256
973401 973500
750— 175848 175866
751— 139157 139262
752— 244261 244283
257526 257872
B-753—
B 498567 498593
891135 891141
B-754— 115495 115500
810601 810606
755— 321016 321040
756— 25390 25413
695313 695315
B-757—
B 471714 471719
883759 883788
758— 981870 981905
B-759—
B 506880 506895
800731 800741
761— 90201 90292
B 685821 685835
762— 800177 800210
B-763—
B 247151 247153
B 713449 713571
975908 975910
988075 988211
764— 668251 668260
829481 829500
765— 89547 89682
B-766— 570684 570702
592127
767— 892761 892837
B-768— 789253 789277
B 914295 914312
B-770— 41981 42000
B 454875 454885
492826
511501 511592
B 629424
B-771—
B 420918
B 520051 520069
B 898496 898500
B-772— 268264 268380
B 445414 445429
B 455585 455728
788459
B-773— 13460 13461
798944 799047
B-775—
B 473021 473037
861661 861893
B-776—B 27077 27085
117209 117417
854534 854541
777— 644621
946201 946228
B-778— 77942 77960
B 348576 348640
779— 551875 551911
780— 266885 267051
676816 676818
781— 598401
772030 772044
L. U.
B-782— 91011 91021
B 462681 462687
B-783— 431328 431421
B 527272 527316
B-784—
B 693871 693927
893618 893665
B-785—
B 240550 240582
B 241256 241258
805904 805924
786— 296591 296705
338949 338960
B-787— 479882 479898
B 625517
B 674249 674256
789— 659391 659392
790— 991193 991204
B-791— 399194 399443
B 518551 518641
B 622066 622015
866340 866341
B 888295 888300
B-792— 112313 112315
B 474391 474393
B-794— 144687 144750
497251 497380
B 525528 525617
B 606160 606167
748909 748910
B-795— 163389 163407
796— 139745 139764
728279 728280
B-797— 102470 102477
B 250006 250039
B-798— 17856 17892
B-799— 109101 109150
B 726913 726914
735256
B 908470 908474
B-800— 164771 164849
B 475052 475059
B 619218
B-801—B 92574 92588
283018 283080
B-803—
B 505477 505570
B 628285 628292
720383 720385
792539 792583
806— 126513 126529
B-807— 266427
B 693403 693415
813203 813235
809— 425666 425676
810— 261130 261183
738572
811— 117792 117798
812— 302299 302382
772232 772239
B-813— 126450 126546
B 429096 429098
B 449007 449096
B-814— 174192 174201
B 240697 240703
B 805689 805695
B-815— 184545 184546
B 231048
B 363163 363177
B-816—
B 678062 678064
887028 887160
B-817— 355165 355170
403826 404213
B 576421 576567
B 621650 621663
B-818—
B 528276 528339
B 753121 753131
810967 810996
B-819— 485265 485286
B 688214 688216
B 730203 730204
B-820— 89833 89848
B 371135
B 460897 460900
740281 740282
822— 297191 297192
797899 798004
823— 871662 871684
B-825—
B 889766 889788
B-828—
B 280274 280279
B-831—
B 385200 385324
B-832— 87013 87014
B 217331 217442
B 738755 738760
B-833—
B 357767 357768
586461 586469
B 690675 690749
B-834— 90649 90663
B 900033 900041
B-835— 216641 216750
B 303363
467040 467042
802501 802520
736— 737001 737124
750402 750405
B-837— 241581
24609 24622
B 766895 766927
R-838— 570813 570873
B-839—
B 504250 504280
840— 890972 890993
841— 816508 816515
B-842— 643994 644015
B-843— 308571 308579
B 329037 329074
572512
845— 625938 625962
B-846— 507390 507404
586963 587199
B 813786
847— 393160 393162
523501 523552
667491 667500
B-848— 321307 321310
B 415791 415812
B 605472 605487
753845 753846
B-849— 437743
519828 519928
B 681725 681731
851— 71507 71522
852— 322298 322360
587791 587795
B-853—
B 394343 394347
B 780122 780319
B-854— 163346 163380
B 566532 566542
L. U.
855— 819473 819508
856— 161773
890380 890394
857— 890357 890394
B-859— 301171 301281
B 607888 607889
B 675231 675320
860— 438774 438778
861— 593788 593866
916447 916457
862— 263147 263148
513861 513941
863— 841282 841295
B-864— 277145 277282
B 427504
B 461519 461555
B-865— 272704 272839
428138 428139
B 666754 666774
B-866— 243038 243047
B 694594 694604
867— 477611 477652
B-868—
B 535559 535561
B 746251 746450
B 747641 747750
869— 136944 137015
870— 280818 280873
295567
872— 293559
481101 481117
873— 176443 176526
730546 730552
B-874— 338979 339000
637501 637513
B-876—B 60198 60203
258264 258334
416556 416564
B 810486 810507
878— 437286 437296
765800
879— 275339 275369
B-880— 225517 225750
B 679897 679908
763259
846751 846758
B-882—
B 102200 102203
109723 109751
B 363046
883— 286168 286187
B 526653 526656
B 858306
884— 76887 76890
885— 554202 554250
754453 754459
799501 799568
B-886— 192912 192913
470222 470231
563023 563059
B-887— 281191 281193
B 273482 273496
B 427217 427218
639027 639135
B-888— 298580 298613
886879 886894
B-889—
B 246618 246638
529789 529995
B 764126 764129
955585 955589
890— 266099
323108
P91— 427601 427610
B-893—
B 526952 526953
647102 647121
B-894— 824477 824483
916815 916818
895— 80986 81000
323401 323406
741798 741800
896— 496585 496586
522817 522917
898— 992017 992034
B-899—
B 234987 235005
B 415249
900— 159862 159885
902— 174860 174878
903— 960317 960322
994187 994234
B-904— 117118
B 234114 234116
B 359387 359637
895687 895780
B-905—
B 152810 152884
108556 108568
B 739520
B-907— 637019 637033
B 667570 667593
908— 626251 626299
788701 788724
797043 797100
B-909— 244274 244315
B 890513 890521
B-911— 76965 77066
173398 173400
207001
B 637224 637225
B 887835 887848
B-912— 295571 295600
B 423906 423907
B 454251 454253
B-913—
B 100988 101030
104800 104812
B 417055 417056
B-915—
B 429204 429263
B 444092 444093
721307 721308
B-916—
B 351171 351172
B 589461 589474
917— 736030 736049
874354 874379
918— 820548 820564
919— 111373 111380
B-920— 619827 619831
B-921—
B 497711 497811
B 544540 545681
922— 476482 476500
923— 584433 584437
859921 860020
B-925—
B 118857 118881
120274 120287
307870 307874
B-926—
B 243530 243552
797496 797516
B-927—
B 738346 738639
L. U.
B-927—(Cont.)
B 842450 842491
B-929—
B 174929 174934
510001 510010
B-930—
B 234522 234523
B 652465 652494
660164 660172
B-931—
B 472470 472494
817639 817720
932— 100698 100712
B-933— 533834 533837
B-934— 45354 45385
B 389549 389563
B 773401 773452
808489 808498
B-936— 320008
B 480220
818490 818512
937— 262720 262752
B-938—
B 39649 39703
B 391625
313072 313082
939— 782517 782527
B-940— 218083
554785 554815
B 695149 695155
B-941— 329101 329114
788282 788400
942— 431974 431993
420185
B-945—
B 570782 570803
B-946—
B 473690 473700
B 618043 618058
755621
815767 815778
B 846451 846455
B-947—
B 213992 214062
846237 846256
948— 780311 780330
B-949— 48386 48740
B 411278 411570
110405 110413
B 555355 555375
B-950— 187431 187475
B-951— 345495 345502
B 521551 521607
B-952—
B 563841 563850
994705 994727
B-953— 168038 168296
198332 198333
696223 696246
B-954— 788872 788883
793510 793518
B-955—
B 228686 228728
B 744948 744961
956— 716581 716591
B-957—
B 234665 234728
B 417730
735083 735095
B-959— 110731 110734
198902
B 225659 225661
B 747907 747909
B-960— 99982 99983
B 737365 737419
C. 961—B 24205 24227
339376 339387
B-962— 202811 202826
B 369450
B 582391 582492
B-963— 151501 151513
162645
B 289221
B 298715 298720
518242 518250
B-965— 116327
116529 116541
116706 116708
B 117447 117451
B 124296 124303
B 126614 126625
B 127405 127412
B 128137 128144
203128 203131
B 244569 244582
B 386086
761938 761940
762510 762511
762971 762973
763567 763572
764462 764463
810950 810958
812780 812791
813474 813485
814332 814356
815834 815837
B 902462 902465
B 903390 903431
B 903890 903900
B 905800 905835
B 906285 906298
B 910052 910071
B 910368 910384
B 910616 910633
B 910978 910988
B 911184 911206
B-966— 29674 29723
B 437705 437706
661804
B 682998 683002
B-967— 90280 90282
B 237105 237117
B 759025
B 293733 293739
B 361131 361147
970— 655344
910213 910275
B-971—
B 502061 502072
720949 720950
972— 608050 608054
B-973—
B 212107 212112
793543 793554
B-975— 574 592
587239 589741
B-978— 316534 316540
B 441446 441448
B 770327 770400
B-979— 27342 27367
B 276775 276776
B-980—
B 341100 341205
B 413518
432599
L. U.
B-980—(Cont.)
560115 560133
B-981— 213324 213329
B 277989 278037
389047 389123
B 737622 737700
B-982— 112505 112624
B-984—
B 263971 263983
B-985—
B 184214 184217
455917 455937
B-987—
B 190537 190547
B 661791 662420
B-989—
B 188738 188786
991— 84688 84700
B-992— 93083
B 440837 440842
674419 674535
993— 210183 210190
B-994—
B 256891 256933
B-995— 320401 320470
B 510790 510793
B 886185 886200
996— 889967 889975
B-997—
B 331326 331327
519744 519759
678001 678003
B-998—
B 672177 672253
B-1000—
B 541134 541139
B 875326 875846
B-1001—
B 438890 438894
B 774946 775391
B-1002—
B 249419 249423
534751 534781
B 718561 718591
911867 912000
B-1004— 70811 70830
B-1005—
B 507490 507504
B 573382 573402
B 769678 770180
B-1008—154549 154556
B 353347 353349
661069
B 879587 879615
B-1009—
B 220167 220170
953936 953938
988691 988714
B-1010—
B 701377 701497
B 767090 769322
B-1011—
B 239476 239481
352859 352862
B-1012—
B 726067 726083
870625 870660
B-1014—
B 631215 631238
B-1015—
B 676770 676842
B-1016—
B 592599 592619
946930 946945
B-1017— 97189 97190
B-1018—
B 763111 763239
B-1019—
B 226570
B 513815 513824
B-1021—668373 668392
B-1022—
B 246016 246023
813996 814016
B-1023— 56059 56065
465106 465109
B-1024—474767 474849
B 686167 686178
1025— 771244 771246
B-1027—
B 25044 25058
1029— 17203
622405 622440
B-1030—
B 227388 227392
B 353966 354000
B 807001 807044
1032— 979632 979670
B-1033—
B 233713 233714
286952 286970
B-1034—644557 644564
B 674885 674895
771185 771186
B-1035—
B 674196 674250
B 745501 745717
B-1036—
B 472685 472698
B 616809 616810
807116 807134
1037— 130000
844771 844860
B-1039—
B 231447 231616
B-1040—
B 671608 671690
B 754286 754299
B-1041—
B 621426 621430
B 677981 678000
B 762001 762570
B-1043—101493 101501
B 687926 687930
1044— 671418
818187 818226
B-1045—105328
508375 508392
B-1046—
B 229349
B-1047—204199
B 462043 462046
483031 483059
B 608703
B-1048—
B 352421 352430
B 766509 766524
B-1049—771817 771822
B-1051—
B 97264 97268
B 861522 861666
B-1054— 94945 94970
782895
B-1056—
B 363888 363891
B 725305 725375

L. U.
B-1057—234482
450468 450488
B-1058— 79490 79500
86794 86810
B 439575 439578
B 518851 518909
B-1059—
B 464805 464814
B 612018
709162 709170
B-1060—
B 139387
B 419038 419091
B-1061—
B 536749 536843
B-1064—
B 420328 420332
B 574177 574500
B 906001 906055
B-1065—
B 229314 229340
B 331700 331705
B-1066—
B 320165 320166
663873
714942 714976
B 898642 898655
B-1068—
B 107866 107867
B 771257 771566
B-1069—
B 665377 665379
1072— 956083 956091
B-1074—
B 87323 87324
319212 319319
1077— 109497 109500
326701 326723
673780 673784
B-1081—169298 169355
B 283747 283775
318649 318663
B 475757 475800
B 619851
B 921001 921016
B-1082—352009 352010
B 745251 745254
B 754516 754617
B-1083—
B 388735 388741
B 760507 760914
B-1085—522009 522036
652763
B-1089—
B 207180 207222
B-1090—
B 62581 62582
1091— 164726
811618 811633
B-1092—
B 443344 443352
B-1093—
B 243121 243133
B 255130 255132
B-1094—
B 64307 64312
396531 396556
1095— 300162 300210
B-1098—
B 155979 155983
B 442367 442767
1099— 14188
58178 58192
B-1101—
B 351677 351131
B 438083 438086
633984 633998
B-1102—
B 117508 117555
B 280180 280185
1105— 241086 241087
583311 583314
B-1106—
B 257301 257304
B 819848 819885
B-1107—369594 369599
B-1108—
B 476587 476605
631674 631677
674431 674455
B-1109—
B 413046 413057
B-1110—
B 780046 780053
B 783865 784043
B-1112—
B 688245 688274
B 862988 863519
B-1114—
R 232588 232592
B-1116—
B 32104 32156
B 261820
757990 757991
1117— 744397 744420
950581 950582
B-1118—
R 97379
273031 273042
B-1119— 92212 92223
B 441086
B 892480 892500
B 891001 891013
B-1120—
B 757544 757559
B-1121—
B 341327 341332
B-1122—
B 459384 459390
B 609910 609911
734587 734615
B-1123—
B 177280 177330
706709 706715
B-1124—
B 673420 673439
B 624617
896777 896781
B-1125—
B 220469 220500
326156
B 906751 906805
B-1126—
B 151807 151846
B 259329
831140 831147
B-1129—160849 160881
B 330384 330385
B-1130—
B 729437 729440
B 773666 774149
B-1132—
B 309769 303771
B 395957 395971
B-1133—126999 126993
776366 776370

L. U.
B-1134—
B 813182 813750
1135— 64470
297043 297075
B-1137—
B 279428 279461
B-1138—B 8251 8277
B 33650 33750
B 424848 424854
859085 859165
B-1139—603878 603881
805446 805473
B-1141—229521 229740
547976 547982
B-1143—
B 675817 675926
B-1145—620430 620448
624045 624130
C-1146—
B 277427 277441
B-1147—
B 284345 284370
690781 690910
B-1150—
B 888015 888036
1151— 152304 152309
B-1152—
B 137811 137850
567616 567629
B-1153—
B 505693 505710
803710 803740
B-1155—
B 291278 291286
987734 987750
B-1156—
B 243383 243407
B-1157—
B 687415 687435
B 729605
735731 735737
B-1158—
B 322693 322699
B-1159—
B 307329 307334
B 308211 308605
B 503926 503916
748919 748956
C-1160—
B 493802 493921
C-1161—
B 732368 732369
B 748025 748190
C-1162—
B 299921 299950
B 340477 340184
B 921751 921811
B-1165—
B 580765 580788
B-1166—
B 323618 323619
B 389035 389089
B-1167—
B 507433 507459
B 786751 786770
R-1168—310219 310232
B-1169—
B 223967 223992
B 575105 575760
B-1171—
B 601390 601397
B 712652 712820
B-1172—
B 102350 102352
624887 624895
806798 806822
1173— 607669
723505 723510
B-1175—
B 222855 222873
B-1176—
B 430129 430184
B 601684 601697
B-1177—
B 385955 386029
B 402775 402776
C-1181—
B 311725
484517 484536
B 758563 758568
C-1182—512407 512411
B 926585 926604
1183— 558230 558249
610180
B-1184—
B 321433 321494
B-1185—
B 20679 20711
C-1186— 2195 2218
250515 250695
506951 506966
C-1187—
B 534112 534140
B-1188—
B 517369 517397
B 632437 632438
714720 714725
1190— 642790
802778 802791
C-1191—106691 106700
613467
B 917168 917176
R-1195—501564 501575
C-1196—
B 106996 107000
B 708377 708553
C-1197—B 6001 6096
B 395381 395385
B 938227 938250
B-1198—
B 697033 697097
974036 974040
B-1199—
B 643222
B 694054 694067
885020
B-1200—
B 427907 427970
B-1201— 99671 99672
B 684341 684342
947315
B-1202—
B 111584 111591
B 580529 580624
1204— 317436 317514
646172
1206— 103063 103103
220211 220213
B-1208—
B 517700 517777
726425 726459
1209— 94763 94792
628728
1210— 79700 79711
1211— 148228 148258

L. U.
1213— 647370 647371
694858 694881
1214— 744529 744537
1215— 797184 797222
1216— 163038 163070
632937 632938
1217— 175037 175050
1218— 68017 68042
656132 656133
B-1219—
B 542281 542285
1220— 635437 635440
839066 839068
1221— 327301 327336
651678 651750
652212 652214
1222— 324313 324321
1223— 308726 308755
1224— 139267 139371
654333 654349
1225— 810198 810222
B-1226—105710 105720
B 528872
B 708878 708987
1228— 727400 727465
1230— 95361 95371
B-1231—
B 493184 493218
674852 674885
1232— 276437 276462
648294 648295
B-1234—
B 348341 348343
B 692497 642509
1235— 121589 121591
1241— 378947 378959
B-1242—
B 102496 102501
B 439181 439236
B-1243—318907 318909
B 526084 526098
1244— 120749 120753
B-1245—
B 304461 304480
468299
533524 533705
575616 575759
B 594758 594790
B 688678 688710
B 695524 695598
B 716251 716281
760778 760812
885493 885493
B 980155 980250
B-1246—
B 466184 466196
B 911403 911556
B-1247—243906 243958
B 366925
1249— 241357 241500
634501 634587
635371 636000
891001 891213
1250— 180400 180421
1251— 291348 291365
B-1254— 38842 38854
B 451352
B-1255—
B 167903 167912
B 574745 574908
1257— 495798 495812
1258— 83007 83020
668035
1259— 499205 499250
B-1260—
B 11176 11220
B 13801 14100
B 14701 14742
B 431881 431930
525248 525251
B-1261—
B 50848 50925
197612 197640
B 623486 623490
B-1263—
B 202727 202730
398976 328993
B 359125
669533
1264— 90395 90415
669860
1265— 66115 66116
B 476905 476909
B 627632 627633
B-1267—
B 695288 695295
B-1269—
B 581463 581495
B-1270—
B 361415
B 403773 403799
B-1271—296639 296687
B 335943 335990
B 429573 423598
B 817501 817557
954305 954706
1272— 376268 376302
B 843012 843013
970468 970475
B-1273—
B 113161 113168
B 591578 591702
C-1275—
B362487 362552
B 362521
C-1277—
B 233455 233460
530286 530288
C-1278—
B 932712 932755
B-1279—
B 513338 513368
B-1280—
B 369029
B 493439 493474
1281— 101325 101341
1282— 935541 935561
B-1284—
B 208044 208150
B 369705 369712
C-1285—
B 114621 114626
B 739833 740096
1286— 210115 210139
1287— 671321 671330
696166
B-1288—
B 506024 506029
B 761819 761827
B-1289—
B 213209 213299
B-1291—
B 672771 672789
B-1293—
B 501521 501554
B-1294—791471 791477

L. U.
1295— 78286 78300
324001 324030
729513
B-1296—
B 535686 535033
B 568719 568728
B-1297—
B 300644 300695
B 396583 396584
C-1298—
B 377965
B 749256 749401
1300— 62934 62947
B-1301—
B 505331 505350
B 538501 538796
B 753497 753502
1302— 140031 140107
195616 195619
B-1303—
B 377771 377772
B 482768 482794
B-1304—
B 232862 232876
B 378128 378129
B-1305—105165 105184
B 138499 138549
B-1306—
B 206236 206237
B 734524 734708
B-1307—
B 378527 378530
B 878950 879000
B-1309—
B 183073 183393
B 389202 389204
1310— 298021 298092
B-1311— 58686 58690
B 205664 205684
379300 379301
B-1312—
B 653981 654000
B 727300 727304
B 917251 917387
1313— 691539 691544
B-1314—
B 215794 215874
B 380065 380010
1316— 775224
802596 802671
1317— 842457 842460
1319— 632251 632317
772577 772595
871399 871500
B-1320—
B 27751 27772
309003 309048
B 447545 447750
B-1321—
B 601909 601925
B 784503 784603
B-1322—
B 123945 123958
B 229255 229765
479055 479095
708813 708814
B-1323—709440
999460 999531
B-1324—B 7501 7538
B 498106 498150
B 755517 755532
B-1325—
B 470008 470013
B-1326—129311 129394
B 479416 479418
B 630001
B-1327—125978 126000
487790 487809
516751 517007
B-1328—
B 394501 394576
B 395518 395978
B 396690 396750
B 398060 398250
B-1329—
B 390516 390517
678047 678132
B-1330—
B 328401 328640
B 416808 416815
1331— 205514 205515
818761 818768
1333— 352735 352744
777774
1334— 92894 92896
B-1335—
B 799606 799954
B 151975 151981
B-1336—
B 28253 28314
94616 94621
B-1337—
B 318237 318270
B-1338—
B 262485 262500
B 393559
B 814501 814725
B-1339—553598 553611
B 664406 6644?4
740621 740747
B 900224 900750
B 901449 901836
B 902251 902350
1340— 219208 219223
864341 864380
B-1342—
B 485897 485930
B-1344—
B 436583 436584
963608 963629
B-1345—
B 414673
B 578032 578291
B-1347—
B 693973 693978
754864 754871
816067 816381
B-1348—
B 446359
B 550941 550956
1349—
719959 719966
B-1351—
B 172088 172218
B-1352—
B 433522 433898
B 444833 444851
B-1353—100910 100932
B 433451 433500
B 605837 605848
B 735840 735990
B-1354—
B 422916 422997
B 433160 433161
B-1355—
B 358267 358414

L. U.
B-1355—(Cont.)
B 446025 446028
B-1356—
B 576078 576081
B 889501 889687
B-1357— B 26 00
B 8985 9000
B 9774 9776
B 12020 12029
B 12499 12600
B 13201 13241
B 14401 14592
B 260324 260388
B-1358—730132 730145
B-1359—
B 695461 695730
1360— 730360 730367
790981 790982
B-1361—
B 562066 562069
B 654251 654379
B-1364—
B 573013 573019
C-1366—
B 698380 698439
B 713657
B-1367—
B 503441 503614
B 714392 714404
B 726786 726807
B 727501 727515
B-1368—
B 361805 362056
B 448297 448299
C-1370—
B 448758 448765
B 577222 577403
C-1373—102734 102736
B 450509 450516
1374— 131608 131617
971252
C-1376—
B 204940 204995
B 613841 613846
B-1377—
B 529834 529836
B-1380—
B 706001 706119
B-1381—
B 229128 229163
B-1382—
B 478441 478444
B-1385—513619 513648
B-1387—109250 109253
B 525151 525182
B 683379 683400
B-1388—
B 500925 500959
B-1390—
B 697379 697390
B-1391—213067
270935 270975
B 808541 808574
B-1392— 43698 43909
230263 230264
B 656574 656690
B 684804 684811
B-1393—108586 108601
B 135890 135968
571689 572198
B 729751 730205
B 866078 866250
B-1394—
B 633884 633891
B 761004 764142
C-1396—
B 159735 159750
B 731682 731697
B 899251 899258
B-1398—
B 355116 355159
B-1399—
B 693021 693062
B 697957 698042
B 716054 716056
1400— 89496 89502
B-1401—
B 514243 514345
B 748559 748563
B-1405— 94311 94320
B 400775 400824
B 726401
B-1406—
B 813760 813779
895034 895037
B-1407—
B 229708 229743
B-1410—
B 227445 227447
B-1411—
B 893418 893492
898594 898612
B-1413—
B 737133
B 894531 894550
B-1419—
B 918645 918653
101707 101708
B-1424—
B 719570 719580
B-1425—
B 528479 528515
717811
B-1426—
B 245826 245878
321601 321657
B 752713
815656 815700
B-1429—
B 242572 249591
B-1430— 92955 94502
906426 906509
B-1431—
B 235916 235924
B 758149 758151
B-1432—
B 741332
B 918445 918465
B-1433—
B 237344 237366
1434— 223548 223549
793368 793428
B-1435—
B 480751 480985
B 482962 483000
B 786079 786131
B-1436—
B 511244 511276
816754 816790
B 841272
B-1437—
B 13096 13135
B-1440—
B 496722 496736
B-1442—
B 496446 496470

L. U.
B-1442—(Cont.)
B 727840 727841
B-1443—
B 497028 497045
B-1446—
B 498222 498247
B-1447—
B 490156 490182
B 756691 756693
B-1451—
B 517274 517350
B 754000 754005
B 827251 827348
B-1457—
B 522751 522764
B-1462—
B 851101 851133
B-1466—
B 842551 842614

MISSING

35—771458.
B-66—B 493441-450.
B-73—B 295345-247.
95—207917, 926.
B-136—261941-945.
164—85359-360.
175—108422-424, 430.
224—79062-067.
B-266—643436.
B-272—B 680591-592.
594-599.
B-289—727698-699, 704, 706, 710.
310—116377.
340—107342-347.
960804.
448—292550.
479—423187-190.
496—502909, 587475-476.
612—555274.
B-659—481938-940.
B-674—801506-510.
B-678—B 426926-929, 932-933, 935-937, 939-940.
C-695—251949.
C-746—127443-445.
B 394623-625.
756—25391-392.
773—13447-13459.
800—164966-970.
B-832—B 217328-330.
873—130544-545, 547, 548, 550-551.
904—171700-717, 234111-113, B 359343-386, 895668-686.
C-934—B 389548, 551, 555, 808493, 495-497.
967—759024.
1009—953935.
B-1014—631231-235.
B-1015—876836-837, 839-840.
B-1066—331701-702.
B-1083—B 388737-740.
1094—64308.
B-1102—B 117509.
B-1110—783945.
B-1132—B 395956.
1157—B 687421-425.
1220—839065.
1264—669853-859.
B-1271—B 423591-595.
B-1284—B 369706.
1310—772576, 871400.
B-1357—B 15-25, B 260385.
P-1385—513639, 641.
1391—213065-066.

VOID

B-1—B 462744.
B 467027, 566556, 566704, 707, 791, 896, 567042, 568328, 445, B 858976, 827109, 132, 146, 192, B 859201, B 983548-560, 983848, 859.
B-2—439932, 440092.
B-3—A 93532, 93616, 93868, 93938, 94209, 94259, 94470, OA 36785, XG 2100, B 36408, 36598, 37045, 37847, 37967.
B-6—B 687734, B 709788, B 777334, 905808, 852, B 972022, 087.
B-9—679106.
B-11—402874-889, 451611, 647-648, 681, B 451639, 452889-890, 931, 938, 981, 984, 990, 999, 453002, 004, 012, 042, 093, 098, 099, 131, 169, 178, 195, 217, 225, 279, 303, 336, 343, 346, 353, 376, 383, 398, 419, 420, 447, 486, 457570, 661546, 549, 912103, 923143, 909, 924362, 924428, 926538, 548, 927190, B 960281, 314, 332, 402, 486, 489, 592, B 9856?6 B 994347, 348, 356.
16—140253, B 603783.
B-18—197346, 349, 402, B 553922, B 554561, 804, 913.
B-23—531538, 569777, B 653009.
R-28—117286.
27—625657.
B-38—508904, 509830.
40—135594, 675, 702896.

L. U.
43—81607, 640, 642, 274550.
B-46—9166, 9173, 9190, 432319, 405, 406, 415, 431, 529, 550, 570, 604, 627, 676, 433050, 206, 505532, 533-534, 705 732, 505743.
48—B 207160, 231517, 232741, 747, 758, B 266539, 543-545, 459554, 598, 460415, 462394, 423, 515, 463089, 139, 158, 264, 341, 416, 876 464190, 205-206, 222, 925, 465124, 148, 211, 273, 290, 941, 466194, 226, 509, 774, 929, 467097, 104 120, 421, 564, 645, 709549, 710318, 397, 399, 401-420.
B-52—85929.
54—524270.
B-57—B 126237, 261, 277, 405, 457, 542, 593, 706, 153552, 643.
59—534269, 308, 320.
60—187158.
B-66—607807, 861, 946 B 656028, 538.
69—468204.
B-73—225642.
B-77—255671.
B-79—B 131886.
B-90—292366 696634.
B-96—B 702347, 361, 367.
B-95—696063, 066, 082 135, 203-204.
B-102—187996.
B-105—317240.
B-107—196575, 371813.
B-108—42557, 218185, 238696, 246829, 633035, 664128, 774027-028.
B-109—B 925501.
110—894345, 365, 373.
B-111—615254.
122—526729.
B-124—B 91050, B 349745, 421641-642, 728-730, 779321, 650.
B-125—506692, 307347 337, 448, 828076.
B-130—550548, 552, 561-563, 565, 568-569, 575, 578, 582-583, 587, 604, 609, 618, 624, 628, 632, 634, 642-643, 647, 651, 658, 681, 665, 666, 670, 673,, 676, 679, 682, 686, 690, 696, 704-705, 711, 715, 716, 723, 729, 734, 737, 742, 748, 749, 756, 764, 775, 777, 779, 783, 786, 798, 805-806, 811, 813, 815-816, 820, 822-823, 825, 827, 829, 837, 840, 849, 850, 853, 860, 865 868, 871, 894, 896, 903-904, 906-907 909, 915, 917-918, 926, 932, 934, 976 938, 942, 948, 955 956, 959, 964, 968 971, 975-979, 982-984, 997, 998, 551005, 012-014, 016, 049, 251, 260, 267-269, 271, 273, 275, 280, 289-290, 292, 294-296, 304, 307, 310, 321-322, 324, 326, 329-330, 335, 339, 346, 348, 350, 352, 358-359, 361, 368-369, 377, 387, 401-402, 405, 409, 412, 415, 417, 420, 422, 424-425, 428, 435, 443, 450-452, 456, 467, 469, 473, 478, 480, 484-486, 493, 494, 496-498, 502, 508-509, 512, 520, 525 533, 539, 542, 546 548, 551, 557-558, 552055, 118 119, 121, 123, 129, 195 198, 205, 254.
B-136—261988, 262039 469759, 941, 944, 470108, 155 481?05
B-160—B 200909, 969, B 246582, 736844.
R-163—271825-830.
177—126801.
194—73089.
196—211549, 574, 637, 687, B 267960, 327690, 6?4678, 731, 898028, B 874659, 655.
B-204—B 292266.
B-212—B 747979.
225—842954, 969.
B-236—546254.
237—88133, 574387, 238—59094.
B-245—389251, 290, B 633626.
B-248—181648.
B-249—B 436802.
253—104581.
B-266—B 453564, 726-728, B 918092, 167 169.
268—301436.
B-276—B 473475.
B-277—B 524748.
B-292—B 296086, 415260, 276, 379, 400, 447, 500.

L. U.
B-302—35055, 081, B 664262, 759172, 176, 214, B 843876, B 851466, B 862657, 670-671.
B-318—769372.
B-320—B 705192, 411.
B-326—B 607626.
332—521492-493.
B-354—B 313475, 484-486, B 422595, B 736506.
B-357—161586, 983646.
B-359—B 494379, 388.
B-362—281533, 579.
367—B 921349.
B-369—103567, 570, 648, 675, 690, 776, 866, 887, 104004, B 413894, 920, 928, B 414025, B 777901.
B-372—475322-323.
390—154171, 229, 246760, 247132, 240, 274, 313.
B-391—383740, B 531532, 544.
B-407—B 583712-713.
408—836360, 460, 545.
B-411—804106.
B-412—B 782284-345, 398, 403, 416, 442.
415—44461, 475.
B 434—173740.
B-435—B 181792, 834, B 265060.
B-439—794069.
B-441—330248.
444—936408.
445—953407.
B-446—B 289164.
B-459—B 345437, 477845, 852, 978.
B 475—725757.
B-479—138583, 423477, 482, 498, 429526, 562.
490—619598, 616.
B-505—287107, 165, 187, 494, 557, 622, 667, 740, 770, 777, 855, 288035, 875096, 018, 121, 237, 247, 876053, 056, 092.
B-506—B 781588.
511—170922, 928.
516—729192.
517—697186.
B-518—B 465119.
527—198221.
531—143560, 579675, 686, 687.
540—172227.
542—821476.
B 554—104273-274.
558—884?0, 88749-750.
567—268917, 921, 923.
B-569—235678, 887, 236058, 070, 375, 385, 429, 489, 519-520, 562, 574, 585.
574—731747.
592—883479.
B-605—9563, 564144.
607—799970.
610—264742.
618—850222, 263, 269.
637—216617, 699, 632, 639, 298525, 558.
639—736754.
643—393674.
B-644—445056.
B 659—436656, 708, 752.
660—715893.
B-663—993487.
B-674—B 518299, 317, 330-331, 334, 801479, 486, 518.
708—185704, 729, 895480.
B-716—13237, 276, 13354, 382, 13406, 412, 440 444, 13906, 981, 990, 14024, 059.
733—258218, 229-230, 238, 246, 247, 674961.
B-735—46044, 045, 049, 055, 057, 079, 080, 092, B 218434-435, 501, 541, B 451637, B 717031, 055.
B-749—B 417531, 973421.
751—139226.
752—244267-268, 274.
761—90250, 255.
B-763—B 713503, 975909, 988113, 202.
770—511576.
779—551878, 881.
786—296701.
B 803—792577.
811—117792.
817—104169.
B-818—810991.
B-832—B 217335.
B-833—B 690677.
B-837—B 766868.
B-848—B 605482-484.
852—322289.
855—819475.
861—593832.
B-865—B 696772.
B-866—243047.
873—176482, 484.
B-883—526653.
B-888—298592.
903—994188.
917—736030.
B-930—652476.
B-934—45488, B 773421, 808494.
B-949—18414, 18519, 551,554, 565, 574, 586 589, 596, 48630, 110411, B 411303, 520-521, 533, 534 536.
B-952—562846.
953—168050, 080, 173, 260.

L. U.
B-965—203129, 761938, 814343, B 910630
970—910272-275
982—112567 597
B-984—B 263972
B-989—B 188779-781, 996—889074.
B-1000—B 875584, 767.
B-1004—70830, 684.
B-1008—154555.
B-1010—B 701415, 417, 428.
B-1012—870639.
B-1018—B 763180.
1037—844776.
B-1054—94970.
B-1087—318649-650.
B-1094—B 396535.
B-1098—B 442697.
B-1101—351105.
B-1112—B 863153, 216.

L. U.
B-1114—229528 575. 547976
B-1119—B 441980.
B-1133—B 33712 713, 859164.
B-1139—603881. 805457, 466.
B-1141—229614, 666, 684.
1145—624978.
B-1147—690887.
B-1155—987746.
B-1159—748942.
B-1176—B 430158.
B-1197—B 988227.
B-1202—B 580530, 576.
1204—317441-442.
1206—220212.
1224—139358, 365.
B-1245—B 304464-465, 533535, 627, 640

L. U.
B-1245—(Cont.) 575672, B 594984 B 595012, 102, 173-174, 294 533, 549, 554, 631, 647, 787, B 688680, 760?
1249—89[illegible]02.
1251—291355.
B-1255—574794, 819, 924.
1259—199220.
B-1260—B 14731, 735, B 431891-894.
1264—90395, 90410.
B-1271—296639.
B-1272—B 843013.
1286—216134.
B-1289—B 213228.
B-1298—B 749400.
1310—298048.

L. U.
B-1322—479085.
1327—125984, 516, 766 993.
B-1328—B 395764, 818, 825, 864, 964-965.
B-1335—799805.
B-1339—553610 B 664424, 746699, 705, B 900226, 314 322, 324, 356, 360, 362 381, 407-408, 423-424, 474, 482, 499, 615, 633, 665, B 901504, 531, 581, 639, 685, 704-705, 725, B 902307.
B-1346—B 550945-946.
B-1352—B 433622, 768, 874-875.
B-1353—B 735844, 847.
B-1387—B 525151. B 683400.

L. U.
B-1393—B 729844. B 730205, B 866104, 190.
B-1399—B 698039.
B-1419—B 918646.
B-1431—B 235917. B 758149.
B-1433—B 237357.
B-1462—B 851132.

PREVIOUSLY LISTED MISSING—RECEIVED

B-1—983546.
184—428321.
B-272—B 680582, 585
B-289—B 209484, 492, 727675, 677, 681-683, 690.
B-346—123332.
B-380—B 464177-180.
B-505—874839-840.

L. U.
B-554—B 950891-900.
B-651—B 246330-415.
B-678—B 426917-919.
C-748—B 425220.
B-759—B 506861 870, B 891590.
777—644616, 618.
B-778—77928-77930.
872—481094.
873—730535 537 539 540.
B-913—B 100958-960
B-934—B 389546, 808404, 461, 477 483, 486-487.
B-953—168028-036.
970—655542.
B-989—B 188732.
B-1094—B 64276.
B-1098—B 155000-970.
B-1132—295951-955.
1213—647367-368

L. U.
1261—668425.
1313—691532-537.
B-1347—754840.

BLANK

B-28—117357-370.
B-95—696211
581—420709-710.
B-949—48579.
B-1353—100910, B 433451-452, B 513619-620, 622-624, 626-629, 631-632, 634, 637-638 640, 642-647, B 735990.

PREVIOUSLY LISTED —VOID

B-1—B 168269-270, 983476.

L. U.
B-28—115912.
59—847148, 281 328.
108—42448.
124—580075.
B-340—B 274005
B-505—286830, 874813
525—9687-9689
558—358012-014, 016-017, 021, 055, 062, 066, 067, 081-082, 086, 095, 119, 116 120, 124, 126, 130.
637—668702, 751, 766 771 793, 810.
B-934—808434-436, 459, 464, 466 468.
B-952—563817, 855.
1249—900551.
1320—763763.
B-1385—B 513589-608 610, 612-617

DISPELLING ILLUSIONS

(Continued from page 382)

ment of community understanding of the complex issues involved in unemployment compensation.

As you kow, I would go even further in introducing representation of interests into the administration of unemployment compensation. I favor representative appeals bodies at the local level as well as at the state level.

I should like to emphasize that good administration encompasses something more than the kinds of organization and procedures that are established. It is the spirit and understanding of those who make up the organization and who carry out the procedures that count. Some people have looked upon unemployment compensation administrators as mere bookkeepers. Others would recognize that in addition to bookkeeping they have a judicial function to perform. However, many people fail to realize that an unemployment compensation agency is in reality a social agency specially designed to carry out the public purpose embodied in the law.

An unemployment compensation agency must remember at all times that it has an obligation to make certain that unemployment compensation is paid promptly and fully to workers involuntarily unemployed and only to such workers. This is a heavy responsibility. It is one that challenges the conscience and ability of all of us. It is a responsibility which we cannot and will not shirk.

SECRETARY EXPLAINS

(Continued from page 383)

der our present plan of payment a member pays $.57 a month or a total of $6.84 a year. If he paid for 20 years, he would pay only $136.80. Even a child knows that with that amount we could not actuarially agree to pay even $10.00 a month, because in one year a member would be paid $120.00 plus the cost of maintaining his standing, whereas he would have paid only $136.80 into the fund during 20 years of attaining eligibility.

Now a principle of insurance is, if you widen the base, you can serve more people more stably. We want to widen the base to include this entire portion of our industry in our plan. We are convinced it is an industry problem. Some time ago we sought conference with your association to discuss this problem with a committee from our International Executive Council. I here and now want to thank the officers of the National Electrical Contractors Association and the members of your committee who have devoted much time in many discussions on the angles to this proposition. I am happy to report that they have reached an agreement upon a plan which I understand will be presented to you at this convention for your consideration and action.

May I say in closing, I am sure this will be only another step in our quarter century of good relationships. It will be a new tie between our two groups who are trying to take the civilized view of the age-old problem of men and management, and settle it on a sound and sensible basis.

SEABEES MADE, BY NAVY

(Continued from page 384)

done by *us*, only when we have reinstated our military withdrawal cards and are wearing "civvies" again and are getting "civvy" wages for that work.

The Navy needs us old men no longer, so get us out, Brothers. We have worked and fought for *you*, now work and fight for *us!* You can achieve this if you *will* it. Brothers, you have the power. *Use it!*

Many of you have sons in this branch, get them out and back to work for a decent wage. Let's have some action, Brothers.

BIG ADVERTISING FIRM

(Continued from page 387)

"So . . . at the $1,850 average wage level, this $3,060,000,000 for labor would provide over 1,650,000 jobs, or 340,000 more jobs than before the war."

The pamphlet points out that we are short of goods. We are short of services. We have a tremendous backlog of savings. We have new markets open overseas. Families are increasing faster than population. Because of these elements the time is ripe for this great change in our economy. The pamphlet concludes:

"There is nothing in our history to suggest that after the war we need go back to prewar production levels and standards of living.

"Take World War I, for example . . .

"Five years after the last war, we had 3,500,000 more people working in industry than we had before the war . . . a gain of almost 25 per cent.

"In every 20-year period since 1850 we have doubled our national income.

"America *can* continue in peacetime to produce at a 200-billion-dollar level.

"America *can* consume this doubled peacetime production of goods and services.

"America *can* earn the money, at this high level of production, to absorb enormously increased output.

"And if America *does* each of these things . . . if we *do* provide the necessary understanding, imagination and will . . . we can all look forward to an era of peacetime prosperity such as the world has never known before."

The publication of this pamphlet by an advertising firm serving business all over the world is a straw in the wind. It shows how the drive for full employment has captured the imagination of many different kinds of people. In this line it is notable that the Commercial Sales Managers met in New York the last of October and also advocated the 200-billion dollar national income level as a stimulant for sales.

GLOSSARY

(Continued from page 408)

established in the magnetic circuit; a ratio of the flux produced by a current-carrying coil with a core to that without a core.



● **AUDELS HANDY BOOK OF ELECTRICITY**
For Engineers, Electricians, Students and all interested in Electricity. A quick, simplified, ready reference, giving complete instruction and practical information. Easy to understand. A reliable authority and a handy helper that answers your questions.

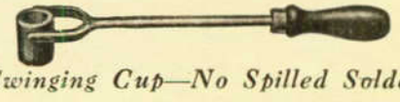
● **INSIDE TRADE INFORMATION ON** The Rules and Laws of Electricity—Maintenance of Machinery—A. C. and D. C. Motors—Armature Winding and Repair—Wiring Diagrams—House Lighting—Power Wiring—Cable Splicing—Meters—Batteries—Transformers—Elevators—Electric Cranes—Railways—Bells—Sign Flashers—Telephone—Ignition—Radio Principles—Refrigeration—Air Conditioning—Oil Burners—Air Compressors—Welding, and many Modern Applications explained so you can understand. READ FOR PROFIT!



To get this assistance for yourself, simply fill in and mail the FREE COUPON below.

THEO. AUDEL & CO., 49 West 23rd Street, N. Y. 10
Please send me "Audels Handy Book of Practical Electricity" for free examination. If satisfactory, I will send you $1 in 7 days, then $1 monthly until $4 is paid. Otherwise I will return it.
Name
Address
Occupation
Reference EEE

"JIFFY" SOLDER POT



Swinging Cup—No Spilled Solder

TRIAL OFFER

Send $1.50 with this ad to

CLYDE W. LINT

100 S. Jefferson St. CHICAGO 6

"The Original Jiffy Line"

Money Back if Not Satisfactory

Attractive Union Supplies



No. 7



No. 11



No. 10



No. 6



No. 1

Price List In Large Variety

Arrears, Official Notice of, per 100	$.50
Account Book, Treasurer's	.90
Book, Minute for R. S. (small)	2.25
Book, Minute for R. S. (large)	3.00
Book, Day	1.75
Book, Roll Call	1.50
Carbon for Receipt Books	.05
Charters, Duplicate	1.00
Constitution, per 100	7.50
Single copies	.10
Electrical Worker, Subscription per year	2.00
Envelopes, Official, per 100	1.00
Labels, Decalcomania (large 1½", small 1", fabricating 1"), per 100	.20
per 1,000	1.50
per 5,000	7.00
per 50,000	67.00
Labels, Metal, per 100	2.50
Labels, Paper, Neon, per 100	.20
Labels, Paper, per 100	.20
Labels, Paper, large size for house wiring, per 100	.35
Ledger, loose leaf binder Financial Secretary's 26 tab index	8.50
Ledger paper to fit above ledger, per 100	1.50
Ledger, Financial Secretary's, 100 pages	2.50
Ledger, Financial Secretary's, 200 pages	3.75
Ledger, Financial Secretary's, 400 pages (Extra Heavy Binding)	8.00
Ledger, loose-leaf research, including tabs	12.50
Ledger sheets for above, per 100	2.25
Paper, Official Letter, per 100	.50
Rituals, extra, each	.25
Receipt Book, Applicants (300 receipts)	1.75
Receipt Book, Applicants (750 receipts)	3.50
Receipt Book, Members (300 receipts)	1.75
Receipt Book, Members (750 receipts)	3.50
Receipt Book, Miscellaneous (300 receipts)	1.75
Receipt Book, Miscellaneous (750 receipts)	3.50
Receipt Book, Overtime assessment (300 receipts)	1.75
Receipt Book, Overtime assessment (750 receipts)	3.50
Receipt Book, Temporary (750 receipts)	3.50
Receipt Book, Temporary (300 receipts)	1.75
Receipt Book, Temporary (90 receipts)	.75
Receipt Book, Financial Secretary's	.25
Receipt Book, Treasurer's	.25
Receipt Holders, Members' Leather Pocket, Folding, each	.35
Receipt Holders, Members' Pocket, Celluloid, sold only in bulk, Smallest lot, 50	1.50
Per 100	3.00
Research weekly report cards, per 100	.40
Seal, cut of	1.00
Seal	5.00
Seal (pocket)	7.50
Traveling cards	free
Withdrawal Cards, with Trans. Cds., per dozen	.40
Warrant Book, for R. S.	.30

FOR E. W. B. A.

Book, Minute	1.50
Charters, Duplicates	.50
Reinstatement Blanks, per 100	.75
Constitution and By-Laws, per 100	7.50
Single Copies	.10
Rituals, each	.25

JEWELRY

No. 1—Gold Filled Button Gilt Tie Clasp	1.00
No. 2—10 kt. Gold Lapel Button	1.10
No. 3—Rolled Gold Pin (for ladies)	.75
No. 4—Rolled Gold Lapel Button	.75
No. 5—10 kt. Gold Button Rolled Gold Tie Clasp	1.75
No. 6—10 kt. Gold Lapel Button	1.25
No. 7—10 kt. Gold Lapel Button	1.75
No. 8—10 kt. Gold Diamond Shape Button Gold Filled Tie Slide	4.00
No. 10*—10 kt. Gold Ring	10.50
No. 11—10 kt. Gold Badge of Honor (10, 15, 20 and 25 years)	2.25
No. 12—10 kt. Gold Emblem: Rolled Gold Chain Tie Clasp	4.50
No. 13—Gold Plated Auxiliary Pin (For Ladies)	.50
No. 14—Gold Filled War Veterans Button	1.75

Jewelry not sent C. O. D.

The above articles will be supplied when the requisite amount of cash accompanies the order. Otherwise the order will not be recognized. All supplies sent by us have postage or express charges prepaid.

** Rings furnished only in sizes 9, 9½, 10, 10½, 11, 11½, 12, 12½.*

METAL  LABEL

ADDRESS, G. M. BUGNIAZET, I. S.

1200 Fifteenth St. N. W. Washington 5, D. C.

Straight Talk from Santa!



"This year, more than ever before, I hope every package on my sled is festooned with Christmas Seals!

"I figure that makes it a double gift — a gift to all mankind. You see, *those seals save lives* — make possible a year-round program against tuberculosis.

"The need this year is greater than ever before. So that's why I say *make every package and letter count*. And—be sure to send in your contribution!

"Merry Christmas!"



BUY CHRISTMAS SEALS

Because of the importance of the above message, this space has been contributed by

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS